# **Point of View**

HERE is an odd tendency in Presidential campaigns to fix attention on minor issues. In 1988 we heard a lot about Willie Horton, but relatively little about the President's responsibilities in national-security affairs. In office, President Bush has had nothing to do with paroling convicts, but twice he has taken this nation to war.

This year, we must find a way to draw the candidates into a serious discussion of how the Constitution divides the powers between the President and Congress to prepare for and wage

The candidates are unlikely to do it of their own volition, President Bush will invoke memories of war in the Persian Gulf only to recall his performance as Commander in Chief. His opponent will try to emphasize domestic issues, on which the current Administration seems most vulnerable. If drawn into discussing national security, he will criticize the President's failure to finish off Saddam Hussein or to eliminate Panama as a way-station for the drug trade.

Thus the question of the President's war powers is unlikely to be raised, unless academics and other intellectuals insist on it. Especially since the collapse of the American effort in Vietnam, scholars have devoted a great deal of attention to the war powers. Their writings reveal a clear consensus about the intentions of the framers of the United States Constitution, and about recent practice, which since the Korean and Vietnam Wars has increasingly departed from what the framers

The consensus of scholarly opinion is that the framers of the Constitution intended that "no one man" (in Abraham Lincoln's later phrase) should have the power to take the nation to war. In monarchies, kings had had such authority, but the American framers distributed it among politically independent actors. To Congress, the representative assembly, they gave the power to declare war, to raise armies, and to make rules for their use. To the President, they gave responsibility for the conduct of foreign relations (subject to consultation with the Senate), and, as Commander in Chief, the power to direct military forces once Congress had pro-

This system kept Congress centrally involved in making national-security decisions until the middle of the 20th century. Our current predicament was foreshadowed in the 19th century when President Polk deployed armed forces to provoke war with Mexico. Typically, however, Presidents and Congress moved jointly toward major conflicts. As Franklin D. Roosevelt realized, if Congress was not willing to mobilize troops, a President's hands were tied.

At mid-20th century, we reached a turning point. To fight the cold war, Congress for the first time in American history provided a massive standing army in peacetime. No longer did Presidents have to ask Congress to mobilize for warfare. Thus, in Korea, in Vietnam, in Panama, and in the Persian Gulf, Presidents were able to send huge armed forces into battle on their own authority.

Scholars soon were deploring these developments. The historian Arthur Schlesinger, Jr., set the tone in 1973 with his magisterial history of Presidential war making, The Imperial Presidency, which focused on Presidential appropriation of power. Attorneys for the executive branch have insisted that the Supreme Court's 1936 decision in United States v. Curtles-

# Make the President's War Powers a Key Issue in the Fall Campaign

Scholars should lead debate on the constitutional question



Wright Corporation supports the President's prerogative as Commander in Chief to make war without Congressional authorization. Scholars in turn have subjected Justice George Sutherland's majority opinion in that case to devastating criticism. Most recently, for example, the legal historian Michael Glennon (in the spring 1991 issue of Foreign Affairs) and the author and journalist Theodore Draper (in the September 26, 1991, and January 30, 1992, issues of The New York Review of Books) have argued that President Bush departed from sound constitutional doctrine in initiating the Persian

The availability of a massive standing army has caused a fundamental shift, without formal amendment, in the practical operation of the Constitution. We can no longer depend on constitutional procedures to guarantee that the war powers will be shared between the President and Congress. The declaration-of-war clause has become a dead letter, unenforceable by the courts. Too many exceptions have been made, for Lincoln during the Civil War and for a succession of Presidents during the Vietnam War. In cases brought by young men claiming that they had no obligation to fight in undeclared wars, the courts found evidence of Congressional acquiescence in the wars because they passed bills appropriating money for the military.

Frustrated by its inability to call Presidential warmaking to account, Congress passed the War Powers Resolution in 1973, over Richard M. Nixon's veto. It has not worked. Congress has repeatedly shown itself unwilling and unable to insist on being consulted in a timely fashion as the resolution requires, and the courts have been unwilling to enforce its provisions. Not unreasonably, the courts have held that the war powers are distributed by the Constitut and the President, that Congress has many ways to call a President to account, and that lawsuits are an inappropriate forum for deciding such disputes.

Several leading constitutional scholars, notably Louis Henkin of Columbia University and Harold Koh of Yale University, have criticized the courts for refusing to rule substantively on these challenges. New suits are pending, one brought, for example, by Rep. Ronald Dellums of California, that challenge President Bush's deployment of troops in Panama and the Persian Gulf. Eleven of the best-known professors of constitutional law at American law schools have submitted a friend-of-the-court brief in one case. It may be that this effort will eventually be

So long as we have a mayer standing army, however, only to President can effectively in that Congress be consulted by fore the nation embarks on the road to war. If a President is sa ing to make the decision for ack after consulting only his own s visers (as President Bush didta Iraq), we cannot expect the courts or Congress to force him consult a wider circle. Nor. into heat of preparations for war, to we expect the public to insist on wider discussion.

The best insurance again abuses of executive power of no longer the Constitution, I a President's temperamen Dwight Eisenhower, for euc ple, was a "consulter" by max His instincts were reinforceth his memory of the price that He ry Truman paid for failing tog Congress formally behind the Korean War-his inability to the ly support to avoid a steel suk and his historically low opinion poll ratings. When John For Dulles sought to steer the Unit States toward aiding the First

at Dien Bien Phu, Ike refused unless Congress at Great Britain were explicitly on board, a conditional Dulles was unable to meet.

Lyndon Johnson also remembered Truman's 個 culties over Korea. That is why he asked Congress pass the Tonkin Gulf Resolution in 1964. Johnson consultations, however, lacked candor, and when Co gress lost confidence in the Vietnam War, Johnson his successor, Mr. Nixon, had to resort to "sheer of mand," using Presidential war powers to take the coflict to its bitter close.

RESIDENT BUSH relied partly on United N tions resolutions to justify his drive lower war with Iraq. In some ways, this was a prop ising move toward international responsible ity, but it cannot substitute for our own constituted processes. Nor was the 11th-hour debate in the Sense in January 1991 sufficient. That debate should be occurred in October, when the Bush Administrate decided to prepare for military action to liberale ko wait. In Mr. Bush's defense, it must be acknowledged that Congress, in the midst of its own re-election can paign, was a co-conspirator in the decision to avoid the debate in October.

Who, then, will raise this question during the com campaign? People who have specific policy interest (health care, abortion rights, trade, job creation) will be preoccupied with those issues. The responsibility broach issues of constitutional process falls to intalk tuals, who have the time, the historical perspect and the sense of how we might suffer in the future if at fail to preserve and honor the framers' intent that that be informed national debate before we embark on the road to war.

Democratic constitutionalism is a fundamental vi ue. When nationalist passions are boiling, it is not a ways politically expedient for members of Congress adhere strictly to the processes established by framers. That is why it is the special responsibility intellectuals, in the press and in colleges and univers ties, to insist on it. The viability of the Constitution is framework for democratic governance of a modera in perpower depends on our willingness to meet this the sponsibility.

Donald L. Robinson is professor of government American studies at Smith College.

THE CHRONICLE

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# Quote, Unquote

News Summary: Page A3

"The Holy Grail has been found." An astronomy professor, on the discovery of structures in the ancient fabric of the universe: A9

"These kinds of academic truths grow better in the daylight. They don't grow well in the dark." An accused professor, on open hearings into research fraud: A1

"What has happened is that most of the people accused of misconduct and fraud are big. entrepreneurial scientists. The Administration is opposed to making life hard for these people." **Head of the National Coalition** for Universities in the **Public Interest: A25** 

"They feed on each other and respond to each other. And all the while, I keep looking at the ews and what I see is white men in blue suits with red ties." An English professor, on academic feminists: A15

"My critique flows from a Midwestern populism that makes me increasingly annoyed by the revolutionary posturing of prosperous academics who like to pretend that they are something else." A professor of history, on the linguistic left: A40

"Diversity is more than just a game of numbers or political expediency." in administrator at Colorado State U., on rethinking the cultures of disciplines: B1

"We have to live modestly. But I realize that, being a newcomer, I have to start small. I've gotten used to restricting myself." A Soviet émigré, on her inability to find work in Israel: A1

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Opinion, Letters, Arts	Bi-

#### 'I LIKE TO GO TO WORK'

For Academic Emigrés From Former Soviet Union, Their Life in Israel Becomes One Long Job Search

#### By HERBERT M. WATZMAN

JERUSALEM Each morning Alexander Kuminsky. until nine months ago a professor of engincering at the Timiryazev Agricultural Academy in Moscow, takes the bus from an outlying Jerusalem neighborhood to the center of town. There, in a small workshop, he frames pictures for \$2,50 an hour. He says he is happy.

"I like to go to work," he says. "It's important to work, no matter what it

But, he quickly adds, he has no hope of being a professor here. "My Hebrew just isn't good enough," he says. His English also is rudimentary, and his age, 55, is a liability-most Israeli agencies and businesses refuse even to consider taking on anyone that age.

Still, Mr. Kaminsky says he has "a good attitude" about his situation. "I hope that I'll eventually be able to find work in research or as an engineer," he says. "In the meantime, there are plenty of odd jobs in Jerusalem."

#### Low Expectations

Mr. Kaminsky's susprising optimism s not uncommon among the approximately 6,000 researchers and academics who have come to Israel from the Soviet Union and its successor states since the latest wave of immigration began in November 1989. Their expectations are low, and many of them seem to Continued on Page A33

# Scientists Begin to Question Confidentiality of Fraud Investigations

#### By DAVID L. WHEELER

An unusual dispute between a researcher accused of scientific misconduct and the university that is investigating him has prompted a new debate about the traditionally secret nature of hearings on research fraud.

David Bykovsky, once a plasma physicist in the Soviet Union, now helps scientists

find jobs in Israel: "Giving advice is easy, but it doesn't help much."

Two scientists have accused Herbert L. Needleman, a professor of psychiatry at the University of Pittsburgh, of misrepresenting data in a landmark 1979 paper on the effect of exposure to lead on children's intelligence. Dr. Needleman has fought the university's effort to keep its investigation of the research confidential.

In March, Dr. Needleman sued the university to open a hearing that administrators said they wanted held in private. The suit, which also concerns other issues related to the investigation, is still pending. The hearing, held this month by a university panel reviewing the case, was opened up to the public.

"These kinds of academic truths grow better in the daylight," Dr. Needleman says. "They don't grow well in the dark."

In the past, the prevailing wisdom among scientists was that even a hint of fraud charges whispered in departmental hallways or at scientific meetings was enough to end a research career. That view has led to calls for increased confidentiality in both universi-

ty and government investigations of fraud. At least a few observers now wonder if that approach may be misguided. A better way to increase public confidence in science Continued on Page A8



Accused: Pitt's Herbert L. Needleman (in clinic). He applauds the openness of the hearing in his case.



# **This Week in The Chronicle**

# TOO MUCH NIETZSCHE?

When your students start showing signs of Sturm und Drang, it's a good idea to have cable TV in your residence halls. Because it's more than just entertainment. It's a real escape from school pressure.

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SHOWTIME.









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#### Scholarship

SHOULD FRAUD INVESTIGATIONS BE PUBLIC? An unusual dispute at the U. of Pittsburgh has prompted debate about the secrecy that traditionally surrounds allegations of scientific misconduct: Al ■ A National Academy of Sciences panel proposes an advisory board on coping with misconduct: All

FINDING THE SEEDS OF THE GALAXIES Minute temperature variations in the blanket of radiation left over from the "big bang" may be the clue to how clusters of galaxies formed: A9

Journal gives 'JFK' two out of three thumbs up: A8 Muhammad All's place in 20th-century American history: A8 First clear picture of hottest known star is obtained: A10 Soviet anti-Americanism traced to 'nativist' writings: A10 Genetic cause of some cases of diabetes is discovered: A10 57 new scholarly books: A12

#### Personal & Professional

SPARRING BY FEMINIST SCHOLARS INTENSIFIES They are feuding as never before, prompting a debate on the effects of public attention to their battles: A15

HUMANITIES CENTERS TAKE LEAD IN FELLOWSHIPS A report says that campus and independent humanities centers now award most research stipends: A16

For Brent D. Bowen, the director of the Center for Aviation Management Research at Wichita State U., air travel is fieldwork: A5

THE SPURIOUS VIEWS OF THE 'LINGUISTIC LEFT' The politics of academe's cultural radicals are narrowly elitist and overly intellectual. Point of View: A40

RETHINKING THE CULTURES OF DISCIPLINES Professors need to accept ethnic and racial diversity in determining the content of courses. Opinion: B1

Aphilosophy department faces academic 'receivership': A15 Provost hopes to help institutions reward teaching: A15

#### Information Technology

HIGH HOPES FOR A CAMPUSWIDE NETWORK

Case Western Reserve U. gambles that a powerful system will help it diversify its student body and provide innovative education: A18 A system called Free-Net helps Case Western fulfill its community-service mission in Cleveland: A21

Student at Comeli says computer center monitors him: A18 Computer disk offers admissions data to high schools: A18 University systems urged to invest in distance learning: A18

A CLASSIC DEBATE OVER HIGHER-EDUCATION ACT Aid provisions will disappoint the middle class, some observers say; others charge they offer an undeserved bonanza at the expense of needy students: A22

CLINTON'S EDUCATION RECORD

Since recapturing the Arkansas Governor's office in 1983, he has made education the central focus of his administration: A23

COURT REJECTS APPEAL ON MINORITY AID

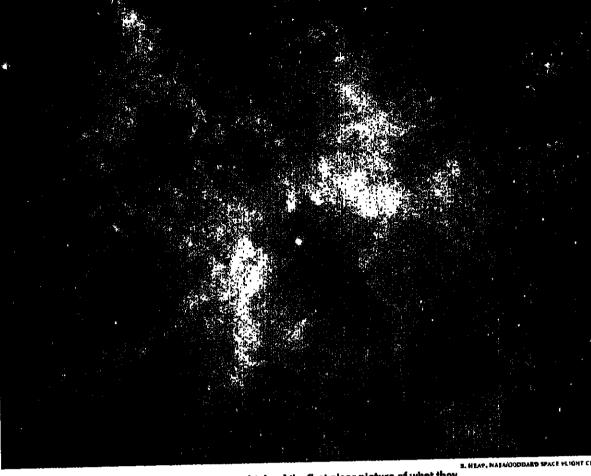
An appeals court won't reconsider a decision that could make it difficult for public colleges to offer minority. scholarships: A23

ROUND 2 IN THE ACCREDITATION WAR

Next week will see the first review, since the Middle States controversy broke more than a year ago, of an accrediting group with a similar diversity policy: A24

SUPPORTERS LINE UP BEHIND NIH BILLS

There are crucial differences between the Senate and House bills to reauthorize the NIH: A25



Scientists using the Hubble Space Telescope have obtained the first clear picture of what they say is the hottest known star, burning at a temperature some 33 times that of the sun: A10

#### NEW YORK TO ALLOW RECRUITING AT SUNY

The state will allow military recruiting on campuses. despite a ban on discrimination against gays: A26

President's loan program is called too ilmited: A22 Tenn. lawmakers ponder bill to reward contraception: A22 Alexander is asked to delay minority-aid guidelines: A25 Administration considers new policies on donations: A25 Three newspapers sue to open NEA meetings: A25 Charges dropped against two-year-college presidents: A26 Cal. regents reaffirm package for departing president: A26

A glass-manufacturing company has pledged \$30-million to the university for a new economics institute: A28

Houston lawyer gives U. of Texas System \$13-million: A28 Alumnus gives \$4-million to U. of lowe: A28 Brown hopes to raise \$450-million in capital campaign: A28 Foundation grants; gifts and bequests: A28

CAMPUSES PONDER WHO IS AN AMERICAN INDIAN Colleges seeking to diversify their student bodies are trying to define who can claim that heritage and whether to require proof of it: A29

USE STUDENT FEES FOR POLITICAL GROUPS? A court will decide if a student-government association can use activity fees to support the campus groups: A30

Rutgers faces suit over a privacy issue: A4 Abortion foes design 'place of mourning': A4 Students compete to build the best model steel bridge: A4 Harvard's Big Bass Drum to get its boom back: A4 DaPaul U. moves classes after Chicago flood: A4 Brown students protest financial-aid policy: A5 Students delay construction of road through forest: A5 Black fratemities and sororities said to continue hazing: A29 Students at U. of Mass. at Amherst lose a loophole: A29

It says that he did not commit intentional violations as athletics director, but that he either knew or should have known of improper loans to athletes: A31

#### EFFECTS OF PROPOSITION 48

An NCAA study suggests that the rule is diverting many underprepared athletes to Division II, and is affecting black players much more often than whites: A31

NCAA names 20 to gender-equity panel: A31 Football coach criticizes NCAA's academic standards: A31 U. of lows to guarantee equity for female athletes: A31 NAIA approves limits on sports scholarships: A32 Faculty report is tough on Rice U. sports: A32

Academics who immigrated to Israel from the Soviet Union find it is hard to get work in their fields: Al

#### ACADEMIC ACCORDS WITH EX-SOVIET REPUBLICS

A consortium of U.S. colleges reached new agreements on student exchanges with four former republics: A33

South Korean radical calls for more student protests: A33 Asian and Pacific countries explore fuller exchanges: A33

#### THE 'LEDGER ART' OF AMERICAN INDIANS

Drawings in a collection at the U. of Oklahoma portray lives and rituals through pictographs—simple images of people, animals, weapons, and tepees: B5

'Yellow Kid' drawings are uncovered at Syracuse U.: A5





# MARGINALIA

The newsletter of the University of Connecticut chapter of the American Association of University Professors quotes a candidate for chapter presi-

" 'During the present crisis our chapter must descend the interest of all bargaining unit members and uphold UConn's reputation. . . .

You're sure that's the way to do it?

Headline in The Daily Egyptian the student newspaper at Southern Illinois University:

DINNER CONCERTS TO FEATURE FOOD OF PAST 15 YEARS We hate leftovers.

Memorandum from a dean at the University of South Carolina at Co-

"The wrong January 9, 1992, report from the College Curriculum Committee was enclosed with the agenda. Please replace the attached report concerning cultural awareness requirement in lieu of the other January 9, 1992, memorandum.

"We apologize for the inadvertent

As opposed to the purposeful

We've mislaid the source of the flier from which this message was

> HELP US TO END SUFFRAGE! AMNESTY

Notice in The Green Sheet, a newsletter at the College of Du-

"The Inservice Development for Administrators Committee, in conjunction with Health Services, will offer training in CPR (cardiopulmonary resuscitation), the Heimlich maneuver, rescue breathing and the unconscious choking victim. . . .

"Each participant will be issued his or her own individual mouth pieces and lungs."

They'll come in handy.

From the Plorida State University's Florida Flambeau:

'The ACC's top-five teams (Duke. Florida State, North Carolina, Georgia Tech and Virginia) can boast of conference records at or above 500a mark that virtually assures invitations to the NCAA Tournament, So the automatic bid that goes with a victory this weekend will likely go to a squad that's already been assured a

"But as they say, anything can

That's enough.

--c.c.

# In Brief

#### Rutgers faces suit

over privacy issue

TRENTON, N.J.—Six curren and former students sued Rutgers University in federal court last week, claiming that the institution

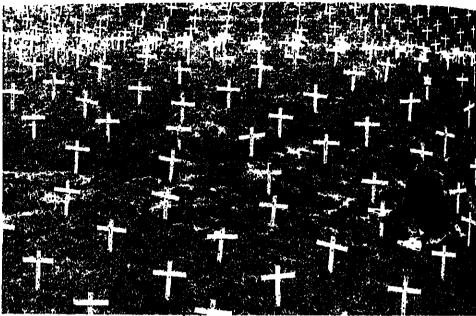
violates students' privacy rights

by misusing their Social Security

The students contend that the university collects lists of Social Security numbers without informing students that they don't have to disclose them. The suit claims that the university's practice is illegal under the federal Privacy Act of 1974. The students claim that the university has been careless in distributing the numbers, allowing them to be used on class

The suit, which is scheduled for a hearing next month, asks the court to bar the university from further use of the numbers. A uni-

Harvard's drum to get its boom back



#### Abortion foes design 'place of mourning'

was concerned about safeguard- | nati that opposes abortion erected |

CINCINNATI—A student organi- | says are performed in the U.S. | a place of protest." A university versity spokesman said Rutgers | zation at the University of Cincin- | each day. Jackie Bough, president of Students for Life, said that ing the numbers, but did not con- 2,200 crosses and Stars of David | the display was intended to "cresider itself a government agency on the campus to symbolize one ate an awareness" of the issue area residents had telephonely subject to the privacy act. | | half of the number of abortions it | and be "a place of mourning, not | express support.

Steel-bridge contest

tests student engineers

he best model steel bridge.

members had registered their to approval, and an equal number

#### ROLLA, MO.—Civil-engineering tudents from six Midwest uniersities competed at the Univerity of Missouri's campus here to see who could design and build Teams of up to six undergraduates and graduates from each intitution spent several months decloping plans and constructing models. The 20-foot bridges were udged for their strength, weight, construction cost, and other fac-

try. The event was sponsor enior at the University of Misthe American Society of Civil souri, helped assemble the bridge | gineers and the American | m that proved to be the winning en-

#### DePaul U. moves

#### classes after flood

CHICAGO-DePaul University moved classes for about half of its students to a downtown building after two of the university's classroom buildings were closed be- academic year in June.

David Vollenveider (right), n

cause of the city's undergo The move affected about 4

faculty and staff members # 3,500 students in business, is and the liberal arts. It is uncks whether the institution will h able to move classes back to be main campus by the end of the

#### Correction

The Chronicle of Higher Education (1830 0009-5982) is published weakly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Philadelia, D.C. 20037. Subscription rate: \$67.50 per year. Second-class contingeness and at Washington, D.C., and at additional stational stations offices. Copyright O 1992 by The Chronicle of Higher Education. P.U. Box 1995, Marion. Ohio 43305. Member, April of Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the savertiser's order.

Because of incorrect infor- | per cent; Asian, 3.4 per mation supplied by the U.S. De- black, 6.5 per cent; Hispank partment of Education, a table CAMBRIDGE, MASS.—The Big | warped and its sound has deterio- for the University of Michigan at Bass Drum of the Harvard Uni- rated. A California company will Flint (The Chronicle, March 18) versity Band, a fixture at football games, will undergo repairs to restore the drum without charge.

The band, with the help of student store its booming sound.

The band, with the help of student store its booming sound.

The band, with the help of student store its booming sound. games, will undergo repairs to restore the drum without charge. also included data for the universtore its booming sound.

The cowhide of the drum.

The cowhide of the drum. store its booming sound.

The cowhide of the drum, which was made in 1985 in 1985.

The cowhide of the drum, which was made in 1985 in

per cent; white, 86.8 per cent; foreign, 1.0 per cent.
At Flint, enrollment was 6.50.

which was made in 1955, is mated \$4,000 in shipping costs.

layed the construction of a new of beech trees. Above, Krista campus road that opponents say McDonough, president of the Stuwill damage a 100-year-old forest. dent Ecological Awareness As many as 60 students stood in League, walks through the forest. struction crews who were to begin site was the "least offensive" building the road last week. The area for the road. He noted that construction was postponed for at the trustees had earlier agreed to

#### 'Yellow Kid'' comic

#### uncovered at Syracuse U.

SYRACUSE, N.Y. - Syracuse University's Bird Library has made a rare find of the comical

While indexing library materials, a staff member found 11 origi-

#### 253 students arrested in a sit-in at Brown U.

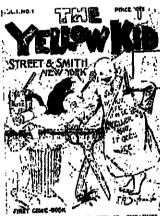
PROVIDENCE, R.I.—Police arrested 253 Brown University students last week after they occupled the campus administration building to demand that the university adopt an admissions policy that does not consider students' ability to pay.

The students were charged with five state misdemeanors, which carry penalties of up to \$500 or six months in jail or both, according to Robert A. Reichley, executive vice-president of the university.

Brown rejects some students for admission because of their inability to afford its \$23,000 fee. The protesters said the university should raise more money for fi-

nal drawings of what is believed to be the first recurring comicstrip character in America, "The Yellow Kid." The drawings were part of a collection of books and magazines donated to Syracuse in the late 1960's, but they had been overlooked.

Drawn by Richard Felton Outcault, the character's prototype first appeared in 1895 in the newspaper cartoon "At the Circus in Hogan's Alley.'' But after a newspaper tested a new yellow ink on the bald, beady-eyed character's nightshirt, he became known as The Yellow Kid" (below). In 1897, the character was featured in a comic book recognized by historians as the first ever.





#### Students protest road through forest

NORPOLK, VA.—Protests at Vir- | parking lot. It would cut through a ginia Wesleyan College have de- 1.6-acre swath of a 12-acre forest

the intended work site of con-

plex of three residence halls and a the middle of the forest.

A college spokesman said the move a proposed maintenance The road is to be part of a com-

#### **PORTRAIT**

# Airline Watchdog Is Fly-By-Night (and Day) Scholar



Brent D. Bowen: "We're not trying to get across that particular airlines are not as good as others, but that there are measurable differences."

#### By JACK GOODMAN

It has taken Brent D. Bowen six hours longer than he expected to fly from Wichita to Washington. First his flight was rerouted due to fog. Later an airline agent treated him rudely and suspected him of lying to get a first-class seat.

For most people a similar experience would be a nightmare best forgotten. But for Mr. Bowen, an assistant professor of business at Wichita State University, it is fieldwork. Mr. Bowen is director of the Center for Aviation Management Research at Wichita's National Institute for Aviation Research.

"It's a perfect example of why you have to give quality service," he says. "You don't know who you're going to upset."

In this case, United Airlines upset a man who has spent the last four years studying the aviation industry and developing an index of the quality of service provided by the major American carriers.

#### Were It Not for His Eyesight . . .

Mr. Bowen's interest in aviation runs deep. He once ran a flight-instruction company and is licensed to fly just about anything with wings - from a two seater to a commercial jet. If it were not for his 20/ 200 vision, he might be flying for an airline, not analyzing its performance. Although he has been forced. io trade his leather pilot's jacket for an academic's blue blazer, Mr. Bowert still wears aviator glasses and keeps his wings is member ship pin from the aviation fraternity. lpha Eta Rho-on his lapel.

year's Airline Quality Rating and to brings to low-scoring airlines. leagues, the first annual International Forum on Airline Quality.

The idea for the AQR, as it is known, came from David S. Webcan Colleges and Universities, in the quality of service airlines offer.

which he concluded that, as Chur- All the data for the ratings come chill said about democracy, "quality rankings are the worst device for comparing the quality of American colleges and universities, except for all the others."

#### 'World's Air Capital'

Wichita State applies the concept to aviation. Although Wichita is not an international transportation hub. it calls itself the "air capital of the world," partly because it serves as the home of the Beech, Cessna, and Learjet corporations, as well as a Boeing factory. Over 50 per cent of the world's general aviation aircraft roll out of those plants.

The university has taken advantage of that situation to draw federal, state, and corporate money to the National Institute for Aviation Research. The facility was completed in 1990 through a combination of \$8-million in Congressional earmarks and contributions from the local aviation industry. The institute does not, however, receive

money from airlines. The institute employs about 20 full-time researchers as well as about 35 graduate research assistants in the fields of aviation management, safety research, basic and applied research, and technology application. It also offers joint appointments to about 60 faculty members at the university.

The AQR., Mr. Bowen says, helps consumera choose better carriers and helps airlines understand what they need to do to improve their ratings. Indeed, in spite of his less-than-pleasant experience on Unit-He recently came to Washington ed, Mr. Bowen tries to play do

> good as others, but that there are the ranking of the nine carriers. measurable differences," he says.

ster, one of Mr. Bowen's Ph.D. ad- is based on a weighted average of 19 visers and an education professor factors that Mr. Bowen, along with at Oklahoma State University. In associates Dean E. Headley and 1986, Mr. Webster published Aca- Jacqueline R. Luedtke, think is a hours later than planned. "It was demic Quality Rankings of Americal relatively accurate measurement of quite an ordeal," Mr. Bowen says.

4

from published sources, many of them from the Department of Transportation, and no use is made of consumer opinion polls.

The factors that make up the AQR range from on-time performance and number of accidents, which are weighted most heavily, to the average age of the airline's fleet and the financial stability of the company.

The biggest criticism of the AOR is that the weight assigned to each of the 19 factors is, as the report states, the result of a survey of 65 "airline industry experts" who gave their opinions of "what consumers would rate as important."

"It's admirable that they're trying to make it non-biased, but it's still subjective to put a weight on each of the 19 categories," says Michael Mitchell, a public-relations representative for America West.

#### American in the Load

Christopher Witkowski, the director of the Aviation Consumer Action Project, which is affiliated with the lobbying group Public Citizen, says the AQR "is a great idea," but that government data are "not quite accurate or reliable" because many consumers only register complaints with a specific airline, not

with the government. Still, the release of the AQR generated considerable publicity this year. Hundreds of newspapers ran articles. Airlines that scored well took out full-page ads to boast of their rankings. Mr. Bowen says the publicity "helped us become an authority in the airline industry."

This year, like last year, the airto announce the release of this the negative publicity the ranking line with the highest rating was American. United came in fourth, "We're not trying to get across after Southwest and Delta. Trans

> With the conference over, Unit-The AQR, now in its second year, ed gets another chance to redeem itself. But various delays cause the trio to miss their connecting flight in Chicago and arrive home four



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# 

Two out of three thumbs are up for Oliver Stone's "JFK" in the new issue of "The American Historical Review."

Out just last week, the journal offers three scholars' assessments of one of the most controversial films of 1991, looking at the movie as a cultural text, at the questions it raises about the assassination, and at its success as a depiction of history.

"Contrary to what some would like to believe, it is surprisingly accurate," writes Marcus Raskin, a founder of the Institute for Policy Studies in Washington and a member of the staff of President Kennedy's National Security Council. "On the complex question of the Kennedy assassination itself, the film holds its own against the Warren Commission."

"Whatever its flaws," writes
Robert A. Rosenstone, a professor of
history at the California Institute of
Technology who has taken part in the
production of several historical
films, "JFK has to be among the
most important works of American
history ever to appear on the

The third thumb is neither up nor down, but in some neutral territoryif Siskel and Ebert will allow such a category. Michael Rogin, a professor of political science at the University of California at Berkeley who is doing research on racial crossdressing and ethnic assimilation in films, says JFK stands at the confluence of two developments that came together with the election of Ronald Reagan to the White House: "the conflation of politics and conspiracy, and the confusion between politics and the fictionmaking visual media."

He could float like a butterfly and sting like a bee. He also challenged American conceptions about black men since he first raised his gloves in victory inside the boxing ring.

Muhammad Ali is a pivotal figure in 20th-century American history, according to Elliott J. Gorn, an associate professor of history at Miami University of Ohio. This month Mr. Gorn and 12 scholars reviewed Ali's career, his politics, and the role of boxing in the American psyche. The symposium, "Muhammad Ali and American Culture," brought historians, religion scholars, and physical educators to the Miami campus.

All himself showed up and listened to the papers, quietly chatting with presenters during the conference.

Mr. Gorn said the boxer's refusal to go to Vietnam when drafted and his highly publicized conversion to the Nation of Islam were politically inspiring to a young generation of black Americans. "If you're interested in the history of popular culture and trying to understand the 1960's and 70's, he is a critical person," said Mr. Gorn.

person," said Mr. Gorn.
Next year, Duke University
Press is scheduled to publish a
collection of papers from the
conference.

# **Scholarship**



Marianne Zorza, who accused a colleague at the U. of Michigan of plagiarism: "The secret nature of the process generates a greater likelihood for a cover up."



Nicholas H. Steneck, head of federal fraud panel; "Most academics approach fraud cases and think their reputation is at stake and want to keep it private initially."

# Scientists Debate Traditional Secrecy of Fraud Hearings

Dispute prompts new questions about airing of investigations

Continued From Page Al and protect the rights of those involved a fraud investigations, some say, might be hold open hearings.

"Most of these cases involve extremely important issues of public policy and large sums of money, and should be public," says Leonard Minsky, executive directs of the National Coalition for Universities in the Public Interest. "When there's just review of basic science and not applied science, then you might have a case far closed proceedings for the sake of delication."

#### A Call for Audits

Adil E. Shamoo, a professor of biological chemistry at the University of Marland at Baltimore and the editor of the journal Accountability in Research, says the secrecy surrounding many investigation works against scientists who are undersurpicion.

"If data audits and investigations be came routine," says Mr. Shamoo, "I would remove the mystery and end the be struction of careers."

Mr. Shamoo believes that occasion public audits of original data by neural third parties would prevent many scientist arguments from escalating into controst sies over scientific fraud.

"Banks are nudited all the time, and most bank presidents are not under a dood of fraud and misconduct," Mr. Shamo

"A whispering campaign starts almost immediately, and an investigation becomes a public event anyway. It seems it would be easier to have a public forum."

says. "Bank audits are over in a few days but university misconduct investigation drag on and on."

Marianne Zorza, a whistle blower in a plagiarism case at the University of Michigan, says she is ambivalent about making university investigations public.

On one hand, she says, open hearing would allow outside observers to checkle quality of university investigations.

But, she says, open hearings might make whistle blowers more reluctant to come forward with accusations. Pederal investigative procedures and many universities allow whistle blowers to keep their idealities secret to protect them from allacks by the accused scientists and their colleagues.

Ms. Zorza secretly taped the university proceedings in the case she was involved in by carrying a recorder under her amily traping conversations without permission from all the parties involved is legal in Michigan.

Michigan.
Ms. Zorza has subsequently used the

tapes to sue the university for what she contends was a poor investigation.

"A whispering campaign starts almost immediately, and an investigation becomes a public event anyway," Ms. Zorzu says of her experience, "It seems it would be easier to have a public forum where both people could state views and other people could hear the evidence and evaluate it."

Ms. Zorza says public hearings would allow outsiders to evaluate investigations. "As it is now," she says, "no one outside a small circle of administrators and committee members ever sees the evidence. The secret nature of the process generates a greater likelihood for a cover up."

#### **Change Not Imminent**

Few people familiar with attitudes toward science fraud believe that a sudden switch from confidentiality to openness is imminent. The federal government, for instance, is moving in the opposite direction.

The Public Health Service, which contains all the federal institutes that support biomedical and behavioral research, proposed last year to end the practice of listing in the Federal Register the names of scientists found guilty of research fraud. The agency is also trying to make it a crime for anyone to leak investigative documents to reporters or others not directly involved in an investigation.

People in touch with trends in fraud investigations doubt that university hearings will regularly be open to the public, at least in the near future. Nicholas H. Steneck, a professor of history at the University of Michigan who is chairman of the Advisory Committee on Scientific Integrity for the Public Health Service, says he believes open hearings would often be preferable, but he doesn't think that many scientists agree with him.

"I think what you have in the Needleman case," says Mr. Steneck, "is someone who has seen what happens when the process is private and doesn't work and doesn't want to go through that." But, he adds, "most academics approach fraud cases and think their reputation is at stake and want to keep it private initially."

Jerome L. Rosenberg, a research-integrity officer at the University of Pittsburgh, says that in most of the misconduct cases he is familiar with, the accused scientists have not even wanted their close colleagues to know that an investigation was under way.

#### Mixed Reviews in Pittsburgh

Mr. Rosenberg says the university's policies call for closed hearings in part to make it easier for whistle blowers and other witnesses to testify.

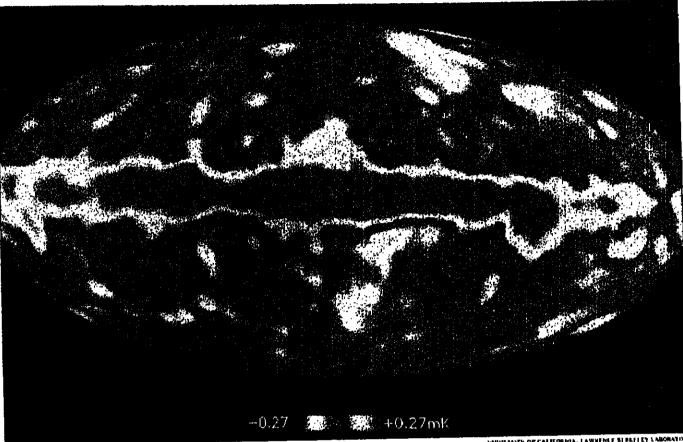
This is a scientific peer review," he says. "Members of a panel can function more effectively if they don't have to deal with the distractions of the public and the media,"

In Dr. Needleman's case, Mr. Rosenberg says, a vote by the faculty senate in support of an open hearing and the realization that much of the evidence and the allegations were already public persuaded the university to open this month's hearing.

The hearing itself has drawn mixed reviews. Dr. Needleman says he is glad he pushed for a public session.

"It was much better having it in the Continued on Page All

# Discovery of Largest, Most Ancient Structures in Cosmos Said to Confirm 'Big Bang' Model of Universe's Creation



This map of the cosmos illustrates the minute temperature variations in the cosmic-microwave

#### By KIM A. McDONALD

background. Red shows regions that are warmer than average, while blue shows cooler areas.

A team of scientists has discovered the first evidence of primordial structures in the ancient fabric of the universe that, cosmologists believe, led to the development of the galaxies and clusters of galaxies that are present today.

The scientists, who announced their findings here last week at a meeting of the American Physical Society, said their data revealed minute temperature variations in the blanket of radiation left over from the "big bang," the massive explosion that is thought to have created the universe some 15 billion years ago.

The discovery of those ancient fluctuations came as a relief to cosmologists who long had had difficulty in explaining how the seemingly homogeneous fabric of the early universe had arranged itself into the clusters of galaxies and giant voids of space that are seen today.

"A lot of theorists were wondering if they should go out and hang themselves." said Phillip F. Schewe, a physicist at the physical society. "This finding certainly vindicates their models."

#### 'The Holy Grail Has Been Found'

Michael Turner, a professor of astronomy and astrophysics at the University of Chicago and one of the country's leading cosmologists, said the discovery was one of the most significant advances in astronomy.

"The Holy Grail has been found," he said. "It's that important. If this evidence holds up to scrutiny, it is what we've been looking for for 20 years. It confirms our ideas of how structures form."

The discovery was made after a painstaking computer analysis of more than 300 million measurements by the Cosmic Background Explorer, a satellite launched by the National Aeronautics and Space Administration in November 1989 specifically to measure the ancient microwave radiation from the big bang.

The team of scientists—which included researchers from the University of California at Berkeley, the university's Lawrence Berkeley Laboratory, and NASA's Goddard Space Flight Center in Greenbelt, Md.—compiled the data into maps of the universe that show fluctuations, or structures, in the cosmic background radiation on a scale 500 million light-years, or three billion trillion miles, across.

#### '15-Billion-Year-Old Fossils'

George F. Smoot, III, a research physicist at the Lawrence Berkeley Laboratory who headed the team, said the fluctuations were, in effect; "15-billion-year-old fossils" that were produced an instant after the big bang. By peering into the deepest regions of space, he said, the satellite was able to detect those structures as they existed 300,000 years after the big bang.

"We have observed what we think are the largest and most ancient structures in the universe," said Mr. Smoot.

He added that the temperature fluctuntions within the ancient radiation are only about 30 millionths of a degree warmer or cooler than the rest of the microwave background, which is itself extremely cold—only 2.73 degrees centigrade above absolute zero. The fluctuations are so small, he said, they are like comparing a structure an inch tall to Mount Everest.

and of the contract of

The size of the fluctuations discovered is also significant, because it agrees precisely with the predictions of a theory known as inflationary cosmology. That idea holds that the structure and behavior of the universe were determined by minute fluctuations that occurred when the universe was less than one-trillionth of a second old.

"These small variations are the imprints of tiny ripples in the fabric of space-time put there by the primeval explosion process," said Mr. Smoot. "Over billions of years, the smaller of these ripples have grown into galaxies, clusters of galaxies, and the great voids in space."

Scientists say the discovery also lends credence to the idea that much of the mass in the universe is made up of invisible particles, or "dark matter," that have so far eluded detection by astronomers.

Edward L. Wright, a professor of astronomy at the University of California at Los Angeles, said the fluctuations were too small to explain how the visible matter in the universe could condense by itself into the galaxies and clusters of galaxies that we see today. To move those structures using the force of gravity into the shape of the universe as astronomers know it, he explained, matter that is unaffected by light would be needed to form concentrations of mass that could attract visible matter.

"Ordinary matter is impeded because it interacts with light," he said.

Mr. Wright and others said the discovery also provided an important confirmation of the big-bang theory of how the universe was created.

"The results show that the big-bang model is alive and well," he said.



#### RESEARCH NOTES

- Researchers obtain first clear picture of hottest known star
- Soviet anti-Americanism traced to Russian 'nativist' writings
- Scientists discover genetic cause of some cases of diabetes

scope, scientists have obtained the first clear picture of what whom was Feodor Dostoyevsky, essentially religious, he says, the they say is the hottest known In The Brothers Karamazov, for leftists saw Russia as a "pensant

The star, located at the center of a star cluster known as NGC 2440 in Mr. Gleason says. the Milky Way galaxy, is estimated by the scientists to be burning at a temperature of at least 360,000 dehot as the sun.

The image of the star and the estimate of its temperature were among several recent discoveries from the space telescope that were revealed at a news conference last week at the National Aeronautics and Space Administration headquarters in Washington.

Sally Heap, an astrophysicist at NASA's Goddard Space Flight Center in Greenbelt, Md., who headed the team that obtained the image. said the star had long been hidden from astronomers because the nebula of gas that surrounds it smeared the star's light in views from ground-based telescopes.

By using the space telescope she said, the scientists were able to get their first clear view of the star. enabling them to make the most accurate measurement to date of its temperature.

Ms. Heap said the star's extremely high temperature was due partly to the fact that it was near the end of its life span, having shed much of its mass in the form of its glowing nebula.

Such stars often undergo a short, extremely hot phase before they

Another team of scientists. headed by John Caldwell, an astronomer at Canada's York University, used the space telescope to produce the first ultraviolet images of Jupiter's unusual aurora.

Daniel W. Weedman, an astronomy professor at Pennsylvania State University, said Jupiter's aurora is not produced by particles from the sun interacting with the planet's magnetic field, as Earth's is, but by eruptions of particles from volcanos on Jupiter's large moon, lo. -KIM A. McDONALD

Anti-American sentiment in the Soviet Union can be traced to a strong vein of "nativist" critiques of the United States in 19th-century Russian writing, a Brown University historian says.

Among the Russian intelligentsia of the mid-1800's, a group known nites propounde a view of the United States that provided a foil for their romantic vision of "Holy Russia," writes Abbott Gleason in the current (March) issue of American Quarterly. From their perspective, he says, where Russian society was Christian, communal, peaceful, and coherent. American society was secular, individualistic, violent, and fragmented.

The Slavophiles' prominence diminished somewhat after about 1860, but in later decades their

Using the Hubble Space Tele- ideas found favor with conserva- Gleason says. Where the conservative writers, the most important of tive vision of Russian society was

The 19th century also saw the

example, Dostoyevsky links the socialist utopia." By contrast, idea of flight to America with evil, both camps saw the United States as profoundly individualistic.

Among the critics of America on development in Russia of a radical the Russian left was the writer leftist hostility to the United States Maxim Gorky, who first visited the grees Fahrenheit, some 33 times as that was different from the Slavo- United States following the Revo- nase, an enzyme that brenks sugar phile and conservative critique but lution of 1905. Following that visit also drew on many of its ideas, Mr. he described the United States in

Gorky's writings were extremely influential among Soviet politi----FLEEN K. COUGREIN Researchers have found a ge-

netic flaw that causes some

cases of the most common form

fascination with America but also,

Mr. Gleason says, a "frenzied ha-

tred." In those writings, he adds,

"the earlier vision of the Russian

After 1917, Mr. Gleason notes,

nativists is wholly realized."

of diabetes. The defect is on a gene that is normally activated in the pancreas and that helps produce glucoki-

Other unidentified mutations on

several short pieces that reveal a that gene, as well as unidentify. mutations on other genes, are albelieved to cause the disease

Graeme I. Bell, professor of his chemistry, molecular biology, and medicine at the University of (h. cago and an investigator at the Howard Hughes Medical Institute and scientists from the Center for the Study of Human Polymor. phisms in Paris report the mustion's discovery in the April 21 is sue of Nature.

The mutation causes Type life betes, which affects approximately one in ten Americans and is theles severe form of the disease, In particular, the mutation causes some cases of early-onset Type II diale. tes, which appears in adolescence Type II diabetes usually strikes at ter age 40. -- DAVID L. WHEELIR

# Scientists Debate Secrecy of Fraud Investigations

Continued From Page A9 open." he says. "It enabled me to ask questions of my accusers and get them to confront their own accusations in public. They shrank from them."

#### Accusers Question Views

His accusers-Claire B. Ernhart, a professor of psychiatry and reproductive biology at Case Western Reserve University, and Sandra Scarr, a professor of psychology at the University of Virginiado not agree with that assessment.

After receiving a report on Dr. Needleman's research from the two women last May, the Office of Scientific Integrity at the National

Institutes of Health asked the university to investigate it. The report Needleman could confront his acdid not charge that fraud had taken cusers. place. It did say that Dr. Needleman had failed to publish analyses of his data that did not support his hypothesis that low levels of lead can lower children's intelligence.

Ms. Scarr says she sticks by that allegation, regardless of whether or not other analyses of Dr. Needleman's data or other research have confirmed his conclusion. "Just because he's right," she

says, "doesn't mean he didn't

cheat.' Ms. Scarr says she went to Pittsburgh for the hearing reluctantly

"begged" her to come so Dr.

"What ensued was an unfortunate hybrid between scientific investigation and a judicial court proceeding." she says. "It had the done. worst qualities of both."

#### University Rejects Legal Aid

She and Ms. Ernhart asked for, but did not receive, assurances from the University of Pittsburgh that it would give them legal help if Dr. Needleman sued them for what they said at the hearing.

Ms. Scarr says the hearing gave reporters and other observers only after university administrators a glimpse of all of the evidence in for other folks," he says.

the press as a court proceeding where the prosecution failed," she says, "but it was further fact eathering by an investigative panel."

Dr. Needleman says the lead industry is behind the effort at discrediting his research, which he says was carefully and honestly

Dr. Needleman expects to receive a report from the university panel in a few weeks. He says he is not sure that other scientists accused of misconduct should press for a public hearing. In his case, he says, the dispute involved three tenured professors who should have little to fear from a public

"I wouldn't want to make a rule

the case. "It's being presented in New Body Proposed to Help Universities on Fraud Issues

> A panel of the National Academy of Sciences has proposed an advisory board that could provide guidance to university administrators in developing guidelines on research integrity and investigating science fraud.

Frank Press, the academy's president, calling the recommendation "innovative," said he would make sure the idea is given further consideration. A broader consensus would be needed, he said, before such a board could be established.

The academy's report said the new Scientific Integrity Advisory Board could function with a small permanent staff and act as a clearnghouse for information on research fraud and efforts at improving integrity in science. The board would not get involved in individual cases but might write model research-fraud policies and case studies.

#### Phrase Questioned

The report was written by a 22member panel composed chiefly of professors and university administrators. The chairman was Edward E. David, Jr., who served as a science adviser to President Nixon and is now the president of EED Inc., a consulting company in Bedminster, N.J.

The panel said scientific misconduct should be defined strictly as fabrication, falsification, or plagiarism, and should not include the phrase "other serious deviations from accepted research

practices. That phrase is now used by both the National Science Foundation and the National Institutes of Health in their definitions of scientific misconduct.

The panel said it was concerned that allowing the "serious deviations" provision might lead to misconduct complaints against scientists who used novel or unorthodox methods.

#### Advice on the Curriculum

The panel also drew a sharp line between research misconduct and what it called "questionable research practices."

Such activities, the panel said, included quarrels over who should be credited as the author of a scientific paper, disputes over access to data, and the exploitation of research subordinates.

The panel said it did not condone such activities, but said they should not become the subject of investigations of scientific miscon-

Universities that are trying to prevent research fraud and promote ethical behavior in science. the panel said, should not teach research ethics as a separate course but should integrate it in the entire scientific curriculum.

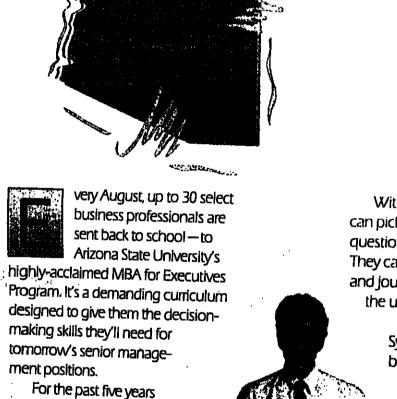
The panel's report, Responsible Science: Ensuring the Integrity of the Research Process, is available for \$27.95 from the National Academy Press at 2101 Constitution Avenue, N.W., Washington 20418.

-DAVID L. WHEELER



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Application deadline is June 5, 1992. Funding for this program is being provided by the USIA. Grams will be awarded subject to the availability of funding. For application packet and specific guidelines contact Gail A. Hochhauser, Director, Baltic/East Central European Assistance Awards Program, NAFSA: Association of International Educators, 1875 Connecticut Ave., NW, Suite 1000, Washington, DC 20009-5728.

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#### **NEW SCHOLARLY BOOKS**

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

#### ANTHROPOLOGY

The Japanese Numbers Game, by Thomas Crump (Routledge; 256 pages; 362.50). Explores the role of numbers in Japanese popular culture; considers, for example the use of numerical formulas in games, naming children, and fortunetolling.

#### ART AND ARCHITECTURE

Architecture in the Scandinavian Countries, by Marian C. Donnelly (MIT Press; 416 pages; \$39.95). Discusses architec-416 pages; \$39.95). Discusses architecture in Denmark, Finland, Iceland, Norway, Sweden, and the Faeroe Islands from prehistoric times to the 1970's. Pittoresco: Marco Boschini, His Critica, and Their Critiques of Painterly Brushwork in Seventeenth- and Eighteenth-Century Itely, by Philip Sohm (Cambridge University Press; 304 pages; \$125). A study of art critics: views on autocorrect and study of art critics.

atudy of art critics' views on pittoresco. loose, sketchy brush technique champi-oned by the Venetian art dealer, painter, and critic Boschini.

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Pilny on Art and Society: The Eider Pilny's Chapters on the History of Art, by Jacob Isager (Routledge; 256 pages; \$62.50). A study of the Roman scholar's chapters on metalwork, marble, painting, and gems in books 33 to 37 in his encyclopedic Natural History.

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Staying Tuned: Contemporary Scap Opera Criticism, edited by Suzanne Frentz (Bowling Green State University Popular Press; 135 pages; \$26.95 hardcover, \$13.95 paperback). Offers original essays on the popular appeal of daytime sorials.

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tic" approach to the conceptualization of different levels of an economy and differ-ent stages of economic development, informational Approaches to Regulation, by Wesley A. Magar and W. Kip Viscust

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Labor and Economic Growth in Five Asian Countries: South Korea, Malaysia, Talwan, Thelland, and the Philippines, by Walter Culenson (Praeger Publishers; 144 pages; \$39.95). Offers inter-country comparisons in terms of septents associated

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#### **EDUCATION**

World Bank Financing of Education to lng, Learning, and Development, by R3 ip W. Jones (Routledge; 320 pps. \$67.50). Focuses on how the bank's but ing projects have shaped the dady ment of education policy around is world and transmitted Western ike about the relationship between edec and economic growth.

#### FOLKLORE

Verbal Arta in Madagascan Performent Historical Perspective, by Les Him (University of Penasylvania Press N pages; \$26.95). Explorer Malagar of ture and European-Malagar relate. through a study of examples of for genros of Malagasy verbal folklore po-ered and transcribed by Wester R scurchers in the 19th and 20th centure

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British colony of Gibraliar, as went independent political aspirations of a braitarians themselves.

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ics and geopolitics in the development of U.S. national security policy during the early years of the cold war.

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#### LINGUISTICS

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1860 to 1911.
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American culture and education.
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Prait (Routledge; 304 pages; 555 hardcover, \$16.95 paperback). Sets European
travel and exploration accounts in the
context of imperial political expansion
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The Literary Universe of Jack B. Yeate, by
Nora A. McGuiness (Catholic University
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#### PHILOSOPHY ...

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en agony founded in 1965 to promote us-velopment in the mountain region. East Central Europe After the Warsaw Parts Security Dilemmas in the 1980's, by Andrew A. Michia (Greenwood Press; 288 pages; \$49.95). Analyzes security concerns and military referens in Czechoconcerns and military reforms in Czecho-slovakia, Hungary, and Poland, and spec-ulates on the three countries' future rela-

ulates on the three countries' future relationships with NATO.

The Iran-Iraq Wart Chaos in a Vacuum, by Stephen C. Pelletiere (Praeger Publishers; 184 pages; \$42.95). Pocuses on the Extraordinary Ba'ath Party Congress of July 1986 in a study of the Iraqi planning process for the final campalgn of the eight-year Iran-Iraq war (1980-1988): labour's Utopless Bolehevism, Fabianism, and Social Democracy, by Peter Beilharz (Routledge; 240 pages; \$69.95). A comparative study of socialist traditions. The President as Party Leader, by James V. 1992 (Greenwood Press; 248 pages; \$49.95 hardcover, \$16.95 paperback). A study of the U. S. President's role in party politics.

ty politics, Super Tuesday: Regional Politics and Presidential Printeries, by Barbara Normander (University Press of Kentucky: 239 pages; \$29). Describes the political

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Rejuvenating the Humanities, edited by Ray, B. Browne and Marshall W. Fish-wick (Bowling Green State University Popular Press; 175 pages; \$39,95 hard-cover, \$19.95 paperback). Includes original essays that discuss the incorporation of the study of folk cultures, leisure, com-

ics, pornography, television, and other subjects into the humanities canon.

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group Psychology of the Japanese in War-ling, by Toshio Irilani (Routledge: 244 pages; 549,95). Discusses the influence of family structure, education, and the me-

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Pluralism by Dealgn: Environmental Policy and the American Regulatory State, by George Hobers (Praeger Publishers; 256 pages; \$45). Focuses on air-pollution control and pesticide regulation in a study of a major transformation in U.S. regula-tory policy that occurred around 1970.

#### RELIGION

tical History of the Balaam Traditions, by John J. Greene (Scholars Press: 242 pages: \$59,95). Examines interpretaben Heor, an ancient Canaunite proph

he Foundation and First Decade of the National Catholic Welfare Council, by Douglas J. Slawson (Catholic University of America Press; 380 pages; 555 95). Discusses the origins and early activities of the NCWC, which was founded in

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Women, Violence, and Social Change, by R. Emerson Dubash and Russell P. Dobash (Routledge: 352 pages: \$49.95 hardcover, \$17.95 paperback). Considers the relationship between activists and government in the development of social policy toward battered women in Britain and the United States.

ivery Week, a Broadway Revue: The Tamiment Playhouse, 1921-1960, by Martha Schmoyer LoMonaco (Greenwood Press) 208 pages; \$42.95). Truces the history of the playhouse at Camp Tumiment, an adult summer, camp in the Pocono Mountains of Pennsylvania; productions devel-oped there and later transferred to Broad-way include The Straw Har Revue and Once Upon a Mattress.



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Ensuring the future for those who shape it

#### Maria Maria

Negotiations are under way at the State University of New York at Stony Brook to determine whether the philosophy department will be placed in academic "receivership."

Under receivership, the administration would name someone from outside the department to be its interim head.

Relations have been tense between the administration and some philosophy professors ever since administrators removed Donn C. Welton as department chairman last year. The conflict has pitted Mr. Welton and a majority of his colleagues against Patrick Heelan, dean of humanities and fine arts, who is supported by a small group of philosophy professors.

The dean says Mr. Welton failed to cooperate with the administration during the university's budget crisis and allowed the department's quality to slip.

Mr. Welton and his allies contend that the department is strong by most measures. The administration, they say, is interfering with the department's right to set its own academic and budget priorities.

Tempers flared again after eight professors, including Mr. Welton, aired their grievances in a recent letter published in the journal of the American Philosophical Association. A proposed alternative to receivership would create a committee of five professors to run the department temporarily.

Colleges and universities should stop pitting teaching against research and concentrate instead on creating an environment that is responsive to students' needs and professors' strengths.

professora' strengths.
So argues Leslie H. Cochran, provost of Southeast Missouri State University, in a new book called Publish or Perish: The Wrong Issue (Step Up Inc.). He says he hopes the book will serve as a practical guide for institutions looking to better reward teaching.

The book examines the tensions that campuses face in defining their expectations of faculty members. It includes essays from Southeast Missouri professors who were asked to describe their teaching objectives and the ways in which they maintain and demonstrate professional competence. And it offers dozens of suggestions for improving the environment for teaching, many from Administrative Commitment to Teaching, an earlier book by Mr. Cochran.

Mr. Cochran, the president-elect of Youngstown State University, thinks the book might help campuses like his own, which aren't research institutions but have similar faculty-reward systems. Southeast Missouri recently adopted a program in which faculty members outline professional goals and then evaluate their progress.

Copies of the 170-page book are available for \$25 from Step Up Inc., Two Spanish Street Court, Cape Girardeau, Mo. 63701

# **Personal & Professional**



Myra Dinnerstein, professor of women's studies at the U. of Arizona: There is no "old-girl network" in feminism. "It's not solidified. There are many strands."



Jean Bethke Eishtain, political-science professor at Vanderblit U.: "On some campuses there has been a move to create a single voice for feminism."

# Feminist Scholars Ask Whether Their Sparring Marks Healthy Debate or a Splintering 'Catfight'

Missing, many contend, is a focus on the concerns of women of all races, classes, and nationalities

By COURTNEY LEATHERMAN
Women in academe are feuding at conferences, sparring on campuses and in
journals, and grabbing headlines as never

efore.
All in the name of feminism.

All in the name of feminism.

Camille Paglia, a professor at the University of the Arts in Philadelphia, has, on the lecture circuit and in her writing, accused feminist scholars of stifling academic debate on women's issues. In an op-ed piece for The New York Times, she defended Madonna as an ideal feminist while lashing out at the "puritanism and suffocating ideology of American feminism, which is stuck in an adolescent whining mode"

■ Christina Hoff Sommers, a Clark University philosopher who was little known until recent months, has many feminist scholars in her discipline simmering. Ms. Sommers, a self-described "equity feminist" who favors full legal and economic rights for women, has attacked other feminists for what she says is their trendy scholarship, their paranoia, and their role as the "the main engine for the PC movement."

ment."

Elizabeth Fox-Genovese, whose controversial book Feminism Without Illusions: A Critique of Individualism criticizes feminists for being elitist and overly individualist, recently resigned as director of Emory University's highly acclaimed women's-studies program. "I've heard stories circulate that I'm pro-life, anti-les-

bian, anti-French feminist, and make people walk my dog," she said at the time. Others said the real story had less to do with Ms. Fox-Genovese's politics than with her management style. (She did not respond to requests for an interview for this article.)

this article.)

Last year's annual meeting of the National Women's Studies Association was canceled because of a walkout by minority women at the previous year's meeting. The women balked at an agenda that they said largely excluded their concerns. "White women were acting like white men," explained Jacqueline Wade, a minority member who left the NWSA to help organize a separate group for minority women.

separate group for minority women.

Susan Faludi, a journalist who wrote the best seller Backlash: The Undeclared War Against American Women, is not an academic. But her book, which argues that the news media and society have held back the feminist movement, adopts ideas from feminist scholars and has added to the cur-

"Academic feminism has been splintered, fractured, divided, extremely divisive for some time. The only thing academic feminists have in common is opposition to Camille Paglia."

rent academic debate. It also reflects tensions that surround women's issues in American society.

Are these signs of a healthy and vigorous debate among feminists inside and outside the academy? Are they "catfights" among women who can't seem to agree on anything? Or are they examples of the news media's preoccupation with women at war among themselves—itself a form of backlash?

#### Debates on Literature and Equality

Many feminist scholars say the skirmishes are nothing new. From the beginning, such scholars have debated academic and political issues ranging from how best to interpret literature to how to achieve equality. Those debates often have been divided along the lines of race, age, and sexual orientation.

What is new, the observers say, is the intensity, the publicity, and some of the players.

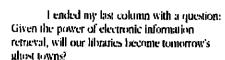
"Academic feminism has been splintered, fractured, divided, extremely divisive for quite some time," says a professor at a prestigious research institution who requests anonymity because she says she wants to avoid getting into the current fray. "The only thing academic feminists now have in common is opposition to Camille Paglia."

Not exactly. Miss Paglia has created a huge stir, but she does have some feminist Continued on Following Page



#### The Learning Society: **Libraries Without Books?**

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.



My answer is-not likely. After all, we humans like to look at one another. We like to talk and share ideas. The library will still be a place for research and study, offering both individual computer workstations and conference rooms. It will still be a gathering place and a center for scholarly collaboration, with the librarian acting us a key player on any research team.

Moreover, libraries will continue to house and preserve both print and electronic materials for decades to come. Tomorrow's library will not be literally a library without walls. And for the foreseeable future, it will certainly not be a library without books.

That's probably not what you expected to hear from a specialist in educational technologies. But to appreciate the immense power and potential of electronic "knowledge management," we must also be realistic about its limits.

Some of the most important work we do in education involves grappling with meanings embedded in texts-meanings that can't be teased out of a text by means of automated retrieval, even with the most advanced software. Machine-readable texts may help us to search for key words, identify patterns, or establish relationships with other texts. And multimedia applications can certainly enrich a document with images and sounds. But the process of engaging with a text, of making it come alive within us, cannot be automated.

Over time, of course, more and more texts will become machinereadable. More and more collections will be accessible electronically. But in my view, faculty and students will always want access to bookshelves. They will always want to browse.

In practical terms, some disciplines would be well served right now by the fully electronic library; in other fields, the shift to electronic resources is much slower. In part, this reflects government funding priorities. Steven Muller, former president of Johns Hopkins University, often commented on how much harder it was to raise funds for humanities programs than for the medical school. "No one ever died of English," he used to say. (Of course, he hadn't suffered through some of the meetings that I've attended!)

For all of these reasons, libraries today are under intense pressure to create a more sophisticated information environment, and at the same time to keep up with the arduous task of organizing and preserving their paperbased resources—all in a context of severe fiscal constraint.

Clearly, building tomorrow's library will take a lot more than replacing card catalogs with computer terminals, or connecting computers to a variety of databases. It will require strenuous strategic planning. Institutions will face many difficult decisions. What do they want their libraries to look like in ten years? What trade-offs are they willing to make? (The challenges are cogenily presented in a recent report titled Preferred Futures for Libraries, by Richard M. Dougherty and Carol Hughes, available from the Research Libraries Group, Inc., Mountain View, California.)

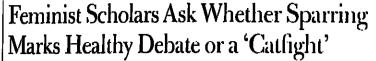
Building the library of the future will require not only technological changes, but also a fundamental change in the culture of the university. It will require closer collaboration between an institution's library and its academic computing center. And it will require much closer collaboration among colleges and universities. The kind of cooperation I'm talking about goes far beyond interlibrary loan programs. Institutions will have to join forces as they collect, expand, and organize their information resources, and as they link these resources with cumculum development.

Of course, the benefits of these changes will be seen over time. The digitization of information will relieve the truly awesome problems of space and preservation that libraries now face. At the same time, it may transform the ways that universities finance research and publishing.

As things stand, universities pay to have knowledge produced by subsidizing research. Then they pay for this knowledge many times over by subscribing to journals and buying books. As electronic methods of publication become widespread, universities may take more responsibility for disseminating the research they have supported. Of course, they will have to work out the tricky matter of whether other institutions will pay for access to those publications, or for ownership. And they will need new procedures for refereeing publications and compensating authors. But they will probably realize substantial savings from these changes.

The policies of tomorrow's libraries will raise political issues. Equal access to information resources may well become a major issue on campuses across the nation in coming decades. Information is power in today's world, and the impulse to limit access to information has been very strong in academia, as well as in other parts of our society.

Finally, building the library of the twenty-first century requires not only political change, but also pedagogical change. After all, we want to create a nation of learners, not a nation of information processors. As we build the virtual library, we will have to forge stronger links between the classroom and the library. Our goal is to help students gain the skill they will need most in the next century: learning how to learn-not only how to access information, but how to grapple with its meanings.



Continued From Preceding Page admirers, including one who calls her "the Jerry Brown of academic feminism." (She likes the comparison, but also mentions Annie Oakley and Katharine Hepburn.)

In Sexual Personae: Art and Decadence from Nefertiti to Emily Dickinson, Miss Paglia argues that women have always had power precisely because of their sexuality. She credits men with creating civilization's greatest works of art and literature-the result, she says, of their struggle to free themselves from their mothers and other women. She has also accused feminist scholars of producing shoddy scholarship, trying to create a sexless society, and rejecting

Alison Bernstein, associate dean of the faculty at Princeton University, says she doesn't see the latest debates in academic feminism as "catfights," as some observers says, "the part that gets tricky is when the men enjoy when the women duke it out."

those who question their "dog-

Says Alice Kessler-Flarris, a history professor and director of women's studies at Rutgers University: "There will always be people who will argue that feminism has to present a united front, and if

women mud wrestling." She adds: "That does not mean that's the sort of tenor in academic feminism in general."

it doesn't, people will talk about

#### Impact on 'Ordinary' Women

Many feminist scholars contend that with all the media attention to lightning-rod figures like Miss Paglia and Ms. Sommers, little attention has been paid to the most pressing debate among feminists: how to deal with the concerns of women of all races, classes, and reflect genuine concerns of men nationalities.

In addition, these scholars say, theoretical research that has had a getting all the attention she's gereal impact on "ordinary" women ting is because she's saying or has been overlooked by critics. loud a lot of things that a lot of Kristin Luker, a sociology profes- people have thought for a log have described them. But, she sor at the University of California time," says Jean Bethke Elshtan at Berkeley, says her book Abor- a political-science professor a tion & the Politics of Motherhood Vanderbilt University. "That is,

that gender studies gave herabe. from which to do research on c issue that has profoundly affect American women. Herbooketts ines the abortion issue from by sides of the debate. Other scholars believe that the

battles are a healthy and expect! evolutionary outgrowth of a more ment that has grown in number and diversity. Public attention they say, comes with the territory

Still other feminist scholars et pleasantly surprised by the level of today's debates. They applept the publicity for exposing what the believe to be the shortcoming d much feminist scholarship, de problems of many women's stor ies programs, and the existence of an "old-girl network." These pro fessors complain that those in poser have long determined which bates should be heard. They argue that the current debates do inded

feminists on campuses. "One reason Camille Paglia is is an example of that link. She says that on some campuses there has

# Campus and Independent Humanities Centers Now Lead in Providing Fellowships for Research, Study Finds

By CAROLYN J. MOONEY

Humanities centers are playing an increasingly important role in providing research fellowships, a new report says. Independent and campus-based centers now provide a majority of the humanities stipends awarded annually, says the report by the American Council of Learned Societies.

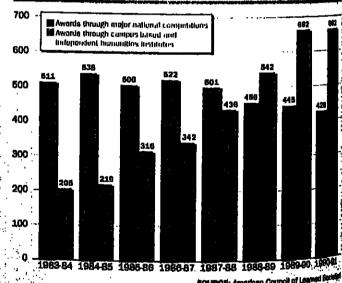
In academic 1990-91, such centers awarded 662 fellowships, up from 205 in 1983-84. In that period, the number of fellowships awarded by the four major national programs-the National Endowment for the Humanities, the John Simon Guggenheim Memorial Foundation, the National Humanities Center, and the American Council of Learned Societies-fell from 511 to 426.

The money available for all fellowships rose from \$12-million to nearly \$18-million in that period. Although the four national programs still provided a majority of fellowship dollars in 1991—they made fewer, but bigger, awards than the centers-their share of funding had fallen since 1983.

Despite the increase in funds and the number of stipends, the report paints a somber picture of research support in the humanities. "The foundations, to say nothing of cor- as difficult to obtain. porations and the federal government, to provide more long-term assistance with fellowship funding is thus shortsighted," it concludes.

Douglas Greenberg, vice-president of the ACLS and the report's author, was quick to argue that the statistics on 38 campus-based hugrowing role of the humanities centers should not be seen as offsetting ent centers. the shrinking role of the national programs. For one thing, he said, campus centers provide much low-

Humanities Fellowships, 1983-84 to 1990-91



er stipends, often make awards only to scholars at their home institution, and may restrict awards to certain types of scholarship. Their less. main beneficiaries are scholars on campuses where such centers are from humanities centers had a onlocated, he said.

The report also says that because the number of scholars seekunwillingness of so many private cantly since 1983, awards are just

#### 53 Centers Are Included

The report discusses trends in fellowship funding since 1983. A But he also suggested that the description of school and the suggested that the suggested th draft released last year (The Chronicle, May 8, 1991) focused mainly arly vitality among humanities pro on the four national fellowship programs. The final report includes

Among its other conclusions: ■ While financing for the four major national programs has in- (212) 697-1505.

creased slightly since ecades 1983-84, fewer people are receiving grants, and the grants are work

 Those seeking fellowship. in-five chance of winning one is

One explanation for the growing demand might be that some inside tions have cut back on paid leavel, forcing scholars to seek support cisewhere, Mr. Greenberg

Copies of the report, "Fellow ships in the Humanities, 1983 1991," are available for \$4 cach from the American Council of Learned Societies, 228 East 45th Street, New York 10017-33%

#### Personal & Professional

been a move to create a single voice for feminism-'This is the way feminists are supposed to think and the stands they're supposed to take." "

Few scholars say that they buy into the notion of a sisterhood.

Many say there is room for a variety of voices and endeavors within feminism. That means, for example, that while some scholars work on improving child-care provisions, others will debate ways to interpret literature.

Nonetheless, some professors say feminism does have defining characteristics.

#### 'It's Not Solidified'

That in no way means that an old-girl network exists in academe, says Myra Dinnerstein, a women's-studies professor at the University of Arizona. "It's not solidified, there are many strands, many disputes, and many arguments, she says. But feminist scholarship "does accept a feminist critique. and it does have some general acceptances of some kinds of ideas."

For Ms. Dinnerstein and many others, "gender is what it's about." Scholars who accept gender as a fundamental category of analysis believe that history and literature, for example, have long been interpreted subjectively from an "androcentric"-or male-centered—perspective.

Self-proclaimed feminists who do not accept that theory, Ms. Dinnerstein adds, "are not in what I

"They feed on and respond to each other. And all the while, I keep looking at the news and what I see is white men in blue suits with red ties."

#### would call the mainstream feminist discourse.''

She and others distinguish between attacks from outside opponents and what they consider to be some of the legitimate battles between feminists. Some scholars who generally support women's studies but are critical of various directions that feminist scholarship has taken declined to comment for this story, saying they feared that they would be lending support to enemies of women's studies.

#### Rancorous but Reasonable

A legitimate criticism of feminists and women's studies, in Beverly Guy-Sheftall's opinion, is that both "have tended to make marginal women of color." That femideal with issues of race and class suggests that women's studies is in e process of transformation, adds Ms. Guy-Sheftall, a professor of English and director of Spelman College's women's research cen-

Peminist scholars mention other debates that they say have been rancorous but reasonable. Many point to the work of Carol Gilligan, a professor of psychology at Harvard University's Graduate School of Education. Her 1982 book, In a Different Voice: Psychological Theories and Women's Develop-

ment, discussed how men and women are different and therefore make different moral decisions. It drew criticism from many feminists for what they said was her traditional analysis of the subject. Although some scholars disagree theless characterize Ms. Gilligan ies," she declares. "My success as a feminist because, they say, she would mean the trashing of whole aims to help women.

Ms. Gilligan could not be 'They Feed on Each Other' reached for comment. The idea that women's studies

Says Jean F. O'Barr, director of Duke University's women's-studand feminist scholarship should ies department: "There have al- have political goals angers some ways been debates about the best professors, who argue that while ways to understand things, and disciplines grow out of political about the origins of oppression. movements, they must remain de-But the goal in that has been to tached to be considered legitimate change women's circumstances. academic enterprises. I'm not sure the goal of Paglia's

work is to change women's circumidea that feminism has defined pa-

rameters. Some feminist scholars who do not embrace all of Miss Miss Paglia, who describes herself as a "one-woman liberation Paglia's ideas, for example, bristle movement," says her goal is for at suggestions that she is not part of scholars to study both sexes. the legitimate debate. They suggest "There is no first-rate mind workthat a scholar like Ms. Gilligan has with her conclusions, they none- ing in feminism or women's stud- been credited with legitimacy only because she has not publicly challenged the establishment. women's-studies programs."

An English professor at a major Eastern university asked for anonymity because of what she says are the bruises she has suffered for challenging the establishment in her women's-studies department. She thinks that feminists are too often preoccupied with obscure theories that will never be translated into societal changes.

'They feed on each other and Those scholars also attack the respond to each other," the schol-

ar says. "And all the white, I keep looking at the news and what I see is white men in blue suits with red

Ms. Sommers, the Clark professor, says that despite her criticism of some feminist scholarship, she believes "serious, disciplined, scholarship" on women and gender has an important place in the university. She even mentions a few feminist scholars whose work she admires—among them Deborah Tannen, a Georgetown University linguistics professor who wrote the best seller You Just Don't Understand: Men and Women in Conversation.

"Maybe," Ms. Sommers suggests, "Deborah Tannen should write a book on how women should talk to each other."

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#### A Cornell University sophomore has filed a complaint with the campus police department charging that computer-center officials are overstepping their authority by keeping track of his computer

Since February 28, according to Randall A. Swanson, officials have made a record each time he logged on to the university's mainframe, which students and faculty members use for electronic mail and other activities.

M. Stuart Lynn, vice-president for information technology, said the officials were tracking Mr. Swanson's computer activities as part of an investigation into an earlier incident in which two students were arrested after they unleashed a virus. Mr. Swanson has acknowledged that he is a friend of the two students.

Mr. Lynn said the computer center's activities were legal and justified. Public-safety officials said they were investigating Mr. Swanson's allegations.

Memphis State University is distributing a computer disk with information about admissions procedures, financial aid, and scholarships to guidance counselors at high schools in Tennessee and nearby states.

The disk, called "MSU Electronic Viewbook,'' contains a calculator for estimating costs and a program that lets prospective students print their own applications for admission and financial aid.

June M. Armitage, director of student relations, says the disk gives the university an edge in the competition for new students.

Large public highereducation institutions that are expecting substantial enrollment increases should use technology to provide more offcampus courses, according to Molly Corbett Broad, senior vicechancellor for administration and finance for the California State University System

"We may not be able to afford traditional educational institutions for much of this decade or beyond," Ms. Broad said during a teleconference for representatives from csu and the State University of New York, "When I listen to the projections about enrollment growth in Čalifornia over the next 12 years, I wonder how we can accommodate those students who are going to flood us like a bow wave."

Institutions must be "much more productive, efficient, and cost effective in the delivery of services," she said, "The infrastructure and the technology associated with distance learning may offer the very best hope of keeping pace with state and national

needs for an educated workforce." The two multicampus systems held the teleconference to discuss ways to use telecommunications to improve instruction.

# **Information Technology**

# University Hopes Campuswide Network Will Help Give It a Competitive Edge

Case Western Reserve banks on system as a major factor in diversifying student body

#### By BEVERLY T. WATKINS

Case Western Reserve University is gambling that a new, high-powered, campuswide information system will give it a competitive edge over other institutions in diversifying its student body and providing innovative education.

To create the system, the university is installing a network of optical fiber, the fastest communications medium available today. When it is completed next year, the network will connect computers in all dormitory rooms, faculty and staff offices, classrooms, libraries, and laboratories. It will be linked to local, national, and international networks.

#### Library Catalogs and Court Decisions

Academics and students who are already on the network can send electronic mail and text just about anywhere. They can search the university's library catalogs on line and borrow commercial software from a network program bank. They can use Cleveland's metropolitan-area computer system, from which they can get news from USA Today and read Supreme Court decisions as soon as they are handed down. And it is all free.

"Our goal is to have the most advanced electronic-learning environment of any university," says Agnar Pytte, Case Western Reserve's president, "I am convinced that technology will be vitally important to provide information to our students. We want to be sure our students are prepared when they leave here."

Mr. Pytte, who helped Dartmouth College design a campuswide information system before he came to Case Western Reserve five years ago, adds: "Universities will not be competitive in the years ahead without this kind of environment."

So far, the new system, called cwrunet (pronounced crewnet), has been well received by its users. Administrators say their operations, now almost paper free, are more efficient. Faculty members report that the network makes class routines, such as posting assignments and grades, easier. Students say they have better communication with their professors and

#### Not Just Electronic Mail

capable of transmitting the entire Library of Congress across the campus in 20 seconds, it is now used primarily for electronic mail. For example:

A classics professor holds conversations entirely in Latin with a colleague at Purdue University. The professor plans to converse in Greek as soon as the network can transmit the Cyrillic alphabet.

 A physics professor, who is a night owl, answers e-mail immediately when it arrives at 4 a.m. from his students, some of whom are night owls too.

■ During the admissions process, the registrar sends updated enrollment figures every afternoon to administrators, who



Agnar Pytte, Case's president: "Students who liked the school anyway have said that CWRUnet is one reason they came. It has tipped the balance for them in some cases."

have the information when they log on to the network in the morning.

■ A group of students kept a surprise party a secret for a week by communicating exclusively by e-mail. Since no one ever talked about the party, word of it couldn't leak out.

At least three couples who first met on the network have married.

Although it is too soon to know what impact the information system will have on student recruitment, Mr. Pytte says the anecdotal evidence is promising. "Clearly, we have attracted some students because of the network," he says. "Students who liked the school anyway have said that CWRUnet is one reason they came. It has tipped the balance for them in some

However, cwrunet has not yet made Although cwrunet is a gigabit network, any difference in Case Western Reserve's much information available as Case Western Reserve's effort to attract more liberal-arts students, says William T. Conley, dean of undergraduate admissions. "Our undergraduate programs are associated in the marketplace with engineering and science," he

> "I am convinced that technology will be vitally important to

provide information to our students. We want to be sure

our students are prepared when they leave here."

says. "The network has reinforced what's already a strong identity.'

To interest a greater variety of students, "we need a list of hands-on application for other majors, not just technology, says Mr. Conley. "We are still a year away from having enough applications of the network so we can say to arts and human ities majors, 'Here are some things you can do on the network."

#### At the Speed of Light

About 60 per cent of the nation's cal leges and universities have some kind of campuswide information system or are in the process of installing one, according to recent survey by CAUSE, the association for the management of information lectnology in higher education. Most of these systems, however, do not make nearly st ern Reserve's network.

Other institutions also have fiber-optic networks, but few run the cable to every computer on their campuses. That tack will enable cwrunet to transmit all data of a high-speed system.

Optical fiber, which carries bits of data along glass strands the size of a human hair, can transmit almost limitless amounts of information at the speed of light, Will fiber cable, the university will be able 10 send multimedia, which demand a power ful network, to all computers on the case pus. Among other things, faculty member will be able to use digital images, graphic, Continued on Page Al

#### A Broad Array of Information on Free-Net

The National Public Telecomputing Network makes the following information and services available to its affiliates, which include the Cleveland Free-Net. Case Western Reserve University gives academics and students access to the Free-Net, which the university supports, through its campuswide information system.

#### **ELECTRONIC NEWS SERVICES**

#### USA Today

#### National Public Telecomputing Network News

Democratic and Republican convention coverage (under development)

#### **CYBERCASTING SERVICES**

Special events

Project Hermes (U.S. Supreme Court decisions)

Congressional Memory Project (House and Senate bills) Daily Report Card (media coverage

imprimis (newsletter of political thought and opinion)

#### **SPECIAL PROJECTS**

Academy One (news and events for

- elementary and secondary schools) · Centennial Launches: simulated
- space shuttle program Virtual Worlds Project · TeleOlympics: "Virtual track meet"
- Space Colony Simulations Interstellar Space Voyage Simulations
- The e.Club (electronic pen pals) Kids international/Inter-Generational
- Kld-Trek Kld-Cook
- NPTN Student News Network
- Aday in the life . . . . Kids' Paint Box Educator Contact File

#### MEDICAL INFORMATION SERVICES

**HOPE Foundation Cencer Center** Pediatric information Resource

#### GOVERNMENT AND POLITICAL INFORMATION SERVICES

Congressional Contact File directory of U.S. House of

# Reports

- "Computer Security: Government Planning Process Had Limited
- "Computer Security: Hackers Penetrate DOD Computer Systems" "High Performance Computing:
- Industry Uses of Supercomputers and High-Speed Networks" "High Performance Computing: High-Speed Computer Networks in the U.S., Europe, and Japan"
- "High-Definition Television:
- Applications for This New Technology"

- "Drug-Exposed Infants: A Generation at Risk" "Home Visiting: A Promising Early Intervention Strategy for At-Risk
- "Meeting the Government's Technology Challenge: Results of a GAO Symposium"
- "Strategic Defense System: Stable Design and Adequate Testing Must
- Precede Decision to Deploy "Training Strategies: Preparing Non-College Youth for Employme In the U.S. and Foreign Countries" Campaign 92 (position papers of Democratic and Republican
- INTERNATIONAL INFORMATION

#### SERVICES World Factbook, 1991 Edition

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- Pre-Constitution documents Magna Carta Constitution of the Iroquois
- Nations Mayflower Compact

- Fundamental Orders of 1639 First Thanksgiving Proclamation
- Charlotte Town Resolves Declaration of the Causes . . . of Taking up Arms
- Declaration of Independence Virginia Declaration of Rights Articles of Confederation
- Declaration and Resolves of the first Continental Congress Paris Peace Treaty Annapolis Convention

#### The Constitution

- Constitutional transmittal letter Constitution of the United States
- Bill of Rights
- Post-Constitution documents Northwest Ordinance French Declaration of Rights
- Proclamation of Neutrality Treaty of Greenville Washington's first inaugural
- Jefferson's first inaugural
- Monroe Doctrine Emancipation Proclamation
- Gettysburg Address Lincoln's second inaugural

 German surrender documents Japanese surrender documents Martin Luther King, Jr.'s "I have

#### RELIGIOUS DOCUMENTS

#### The Bible **Book of Mormon**

**Doctrine and Covenants (Mormon)** The Pearl of Great Price (Mormon) The Koran

#### ELECTRÓNIC BOOKS

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The Song of Hlawatha Paradise Lost Aesop's Fables

Roget's Thesaurus The Life of Frederick Douglass O Pioneers!

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#### **University Hopes** Campus Network Will Offer an Edge

Continued From Page A18 video, and sound to develop new kinds of instructional materials.

Case Western Reserve's fiber network is part of a 10-year, \$100million project to create an "electronic learning environment," which will include a new library, the network, and much sophisticated software. The institution has spent about \$40-million on the project-\$15-million of that on the network—since it began in 1989, says Raymond K. Neff, vice-president for information services.

#### 'A Port for Every Pillow'

The university is constructing CWRUnet in stages. Rooms in the 16 residence halls were connected first under a plan dubbed "a port for every pillow." The majority of faculty and staff offices are now wired. The president, who insisted on being last, will be linked to the network when it is completed in

"I concluded we should first wire the dormitories," Mr. Pytte says. "I wanted to get the real experts on line first. Then they can teach the faculty."

When cwrunet is finished, it will connect 8,000 "ports" in 85 buildings on a system that includes 2,540 miles of optical fiber. With a few exceptions-student records and salary data, for example-everything on the network will be accessible to everyone.

cwrunet includes the services offered by the Cleveland Free-Net. a community computer system established by Case Western Reserve in 1986. The campus and the community networks function as a seamless system.

To encourage faculty members to use technology, the university has hired several specialists in the arts and sciences who understand computing as well as their disciplines, says Mr. Neff. "Research faculty do not get rewarded for doing great things with computers, so we have hired instructional-technology specialists to work with

them," he says. So far, Mr. Neff says, the university has specialists helping professors develop software in the sciences and the humanities. It is looking for specialists in the social sciences. "We're getting there,"

Last year, Mr. Pytte established a grant competition to encourage professors to put computers in their offices. "I told faculty members if they would write a proposal about how the addition of a personal computer linked to cwnunet would contribute to their undergraduate teaching, I would give them up to \$2,500 for a computer," he says, "We have funded 80 requests so far."

#### Some Have Abandoned It

Apparently, the administration's push is paying off. Almost all faculty members in the undergraduate turn students into dioms at night dents will sit in their rooms at night programs and many in the graduate and professional schools have computers now, although to be stated on the students to go to frets. "I want my students to go to computers now, although not all the library and find out things for are on the network yet. About 70 themselves."

per cent of the undergraduates who came to Cuse Western Reserve in 1989 or later own computers loday

Professors who are using the campuswide system have mixed feelings about it. Some find the network a useful teaching tool, but others have tried it only to abando

Robert Brown, a professor of physics who teaches a large honors course, says e-mail lets him give students extra academic help. " send homework hints in course note style on the network, just as if students came into my office," he says. "I can send to all 120 sladents in the class at the same time. If I forget to say something in class, boom! I can go right back to all of

Also, says Mr. Brown, "if I geta good question from one student. can send the answer to all the six-

"With e-mail," he adds, "what say stays there, and the students can re-read it if they don't quite understand."

Suzanne Ferguson, dean of his manities, arts, and social sciences. says a network bulletin board helped her students communicate better in an American new course that she taught last term. "The students wrote things on the board and I wrote things back. Somehow, with cwrunet, the stadents entered into this dialogue better," she says, "The dialogue is different from what you have when the student has readied a paper and waited two weeks for it to come back all marked up with the dreated red pencil."

#### Back to the Xerox Machine

On the network, Ms. Ferguson says, "students who are shy are able to get their word in edgewise and do it at leisure." She adds: "The bolder students have a chance to reflect and refine their thoughts in ways they don't when they talk in class."

Martin Helzle, an assistant professor of classics, says he tried the network but gave up on it. "Many students did not have compulers. and they didn't want to travel to a computer lab in the evening." he says. "I put my lecture notes on the network, but I have gone back to Xeroxing them."

Until the network is finished and certain software problems are solved, commuting students will be at a disadvantage, says Chaim N. Sukenik, a professor of chemistry. "A student who is not on campus can access the network with a modem. But access to the software library and to some services can't be done with a modem," he says. "There are central sites where commuting students can go to use the network, but you have to be on

Mr. Sukenik says it will be some time yet before professors can make cwrunet their sole means for getting information to students. "If everyone can't do it, you can't do it," he says. "You can't put a she

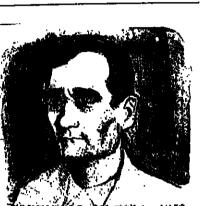
dent at a disadvantage." Mr. Heizle says he has "great reservations" that the network will

# **Section 2**

April 29, 1992



Special Collection: "Ledger art" by American Indians **B5** 



WISO TRANSCRIBED MEIN KAMPFAMHITLAN, HESS WIS A BASAGRAPHIC REMODELLICY SELLIENCED BY PLA LIAN SCHOOLS. HITLERS OFFICIAL DEPUTY, MAYBURNI HESS PLEWARE TO SCOPE LAND HOME PENDEMONENCE AND CONTRICTION HURSEMORPH. SEVENEE-LIFE INSTRUMENTS DED IN STANDAU SON TOW GMME TOTAL PROMOTO YEARS OF MY LIFE UNDER THE GREATEST SON WATER PEOPLE - A MODEL FOR THE THEOLOGY TO THE COLUMN TO THE COLUMN THE C -SVEYEAR HISTERY COMPRESSION FOR EAST "RUI-OLPH HLSS," SID CHAFELA PROTOGRAPH, RUSSELL F. MUNNIORE

**End Paper:** Hitler's perpetrators **B40** 

Mélange

Letters to the Editor **B3-4** 

Bulletin Board **B6-39** 

# Rethinking the Cultures of Disciplines

By Raymond J. Rodrigues THE INCREASING ethnic and racial diversity of our colleges and universities is forcing many faculty members to re-examine their curricula. How should the influx of culturally diverse students affect our courses? Should we abandon the European cultural heritage that has served us so well? Should engineering courses on irrigation, for example, include an investigation of the social role of the acequia system in Hispanic or Native American cultures-or should that material remain just in anthropology courses?

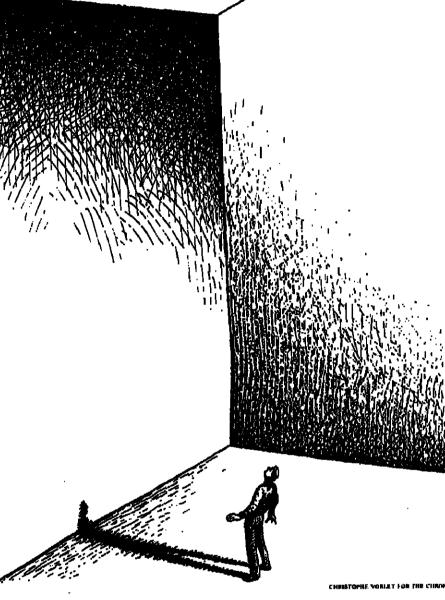
Faculty members' questions reveal not only uneasiness with the political implications of change, but also a genuine inability to grasp the rationale behind some suggestions for curricular reform.

Too often, academics cannot see the profound intellectual or "cultural" values inherent in their particular disciplines. We rarely recognize that "multicultural" tensions can be found not only in matters of ethnicity and race, but also between and among our disciplines. If we could recognize how culture-bound our disciplines have made us, and if we could appreciate the enhanced perspectives that interdisciplinary connections allow, perhaps integrating multicultural content into our curricula might make more sense to us.

In reviewing the tenure and promotion files of faculty members from all departments at my university and in directing periodic reviews of departments, I have been struck by how utterly distinct the world views of faculty members from different disciplines can be. Writing a textbook is judged to be scholarship in one department but pedagogy in the next. Advising the city council on how to manage traffic patterns is rewarded as commendable service in Department X but discounted in Department Y since such service takes time from

department activities. In one humanities department, helping students to apply ideas and thus induce broad concepts for themselves is ered to be the best teaching. But in a neighboring social-science department, lecturing about the conceptual taxonomies of the discipline is considered to be the best teaching, and application is seen as watering down course content. These different ways of valuing professional behavior are not mere fancies of the moment, but are grounded in generations of disciplinary

My realization is not new. Thirty years ago in The Two Cultures and the Scientific Revolution, C. P. Snow described faculty members in the two "cultures" of science



and literature as "comparable in intelligence, identical in race, not grossly different in social origin, earning about the same incomes, who had almost ceased to communicate at all, who in intellectual, moral

"Too often, academics cannot see the profound intellectual or 'cultural' values inherent in their particular disciplines.

and psychological climate had so little in

As undergraduates, we are recruited into a specific intellectual culture by virtue of our having shown skill and interest in a particular discipline. Once admitted to graduate school, we are gradually socialized into the accepted ways of thinking and

OPINION

behaving within the discipline. As untenured faculty members, we are rewarded for emulating our colleagues. For example, we learn at which national conference a literature professor should present a paper to receive the most acclaim. We find out whether a junior faculty member will be respected for teaching a 100-level course or whether such a task is a burden to be avoided. We learn whether we should prefer to conduct environmental research in the field or in the laboratory with an electronic-imaging device.

Whatever the preferable behavior, those who are successfully socialized into the culture of their disciplines are rewarded. The result is that in their internal communications and policy making, faculty members assert the cultures of their disciplines: particular ways of knowing their world and communicating that knowledge to their

That insight helps to explain why so many faculty members on institutionwide committees are unable to comprehend the assumptions and conceptual frameworks Continued on Following Page

Quodata

Successful software & service for Information Management in Higher Education.

Career Planners: SIGI PLUS from ETS—career guidance software system for the '90s. Call 800-257-7444. Continued From Preceding Page of colleagues in other fields, although in their own disciplines they can analyze and synthesize the most complex of concepts. Thus, what is new on college and university campuses today is not cultural diversity, which has always existed among disciplines, but the fact that diversity is now defined in terms of ethnicity and race.

Can we capitalize on the different world views among disciplines, using them to help faculty members understand not only colleagues from diverse disciplines but also colleagues and students from diverse ethnic cultures? We know that a kind of multicultural communication does occur in interdisciplinary teaching and research projects, which bring together faculty members with common goals and related interests. For example, a writing-acrossthe-curriculum project developed by a team of engineering and composition professors enables the engineering professors to understand writing as more than mere syntactic correctness. It also helps the composition specialists to understand that effective writing for an engineer is not the same as it is for a literary critic.

The more faculty members from different disciplines work together on curricula. the more respect they begin to develop for each other's cultures. Thus, the biology professor gains new insights into molecular and cellular behaviors through the lens provided by the specialist in human pathology. A sociologist comprehends more fully the current class distinctions on a Caribbean island when a historian introduces the sociologist to the 130-year-old travel writings of Anthony Trollope.

TUST as interdisciplinary projects can lead to new insights, so multicultural J perspectives can lead to new awareness. Someone whose background is different from our own can sometimes jolt us into a new perspective on our own subject matter, our teaching, or our ways of dealing with others. One of our Asian-American students who had been selected for a summer fellowship in Washington was surprised to learn that the African-American fellows, being the majority, controlled the agenda of what was billed as a multicultural leadership program.

As a result of his experience, the student learned something about the nature of social change—that it is based as much on political power and timing as it is on whether a particular action is right and just. Upon returning to campus, he challenged us to insure that all student voices on our campus are heard and that no one perspective is allowed to dominate our thinking and decision making.

In another instance, a female student complained to a professor who, for years, thought he had delighted students with his jokes about women. The woman's complaint led him to discover that many students not only were offended by his jokes but also, as a result, paid less attention to the serious content of his course.

Last year, every unit of my university was asked to contribute to a campuswide "diversity plan," and, as a result, academic departments developed ways to integrate more-diverse material into the content of their curricula. Before last year's effort, we had undertaken a Gender Studies Integration Project, which was successful in helping faculty members in several different disciplines learn how to incorporate material on the contributions and learning styles of women into their courses. Using that effort as a model.

our College of Applied Human Sciences developed a project last year that brought together faculty members from departments within the college to revise their curricula; those faculty members now are working with colleagues from other colleges who also are trying to revise their

New ways of viewing and conceptualizing their worlds enable scholars to make intellectual leaps that transcend their disciplinary cultures. The more we find ways to bring faculty members from diverse disci-

plines together to solve common intellectual problems, the more they will begin to appreciate how the cultures of other disciplines influence their colleagues' thinking. In turn, they may become more aware of the cultural roots of their own intellectual world views and thus become more willing to incorporate content from diverse racial and ethnic experiences into their research and teaching.

I am not so naïve as to suggest that it is easy to leap from understanding our discipline-based cultures to accepting ethnic

and racial diversity in the content of to courses. But if we are ever to succeed, the latter goal, we gradually must leade: colleagues from their own culture-bour disciplines into other intellectual frage works and, eventually, beyond those to the cultures of other ethnic and racial group. Diversity is more than just a game of our bers or political expediency. In a works diverse as ours, we need the intellected breadth and depth throughout the university ty that other cultures can provide.

Raymond J. Rodrigues is associate acc demie vice-president at Colorado Sun

#### MÉLANGE

# Silent Medium of Language; Bloodless Violence in Academe; Ideology of Anger; Dangerous Thinking; Loss of Tenderness

 ${f M}$  AYBE 1 began to write poetry in answer to the confused politics of that time. We were nobody—Charlie, the baby, and me--to the huge military construct that had brought us to Texas. We had been spun out, like so many others, onto the American landscape, as if by some great destiny machine. Everything about our lives that yearfrom the empty tundra to the tract house we lived in, to the uniforms the pilots wore, and in their way, the uniforms of the wives-sought to efface us. ... And yet, as the sixth of ten children, I suppose I meant to challenge that effacement. I'd spent, by then, twenty-two years learning how to make myself heard. What better way than to adopt a medium as silent, as cold, and as abstract as language?

> -Deborah Digges, poet and assistant professor of English at Tufts University. in Fugitive Spring: A Memoir, published by Alfred A. Knopf

THE SHOWDOWN ON Main Street isn't the prerogative of the Western; it's not the special province of men (as opposed to women); or of popular culture as opposed to literary criticism. Television cop shows, Rambo, and Dirty Harry, and their fans do not occupy a different moral universe from the one populated by academicians. Violence takes place in the conference rooms at scholarly meetings and in the pages of professional journals; and although it's not the same thing to savage a person's book as it is to kill them with a six-gun, I suspect that the nature of the feelings that motivate both acts is qualitatively the same. This bloodless kind of violence that takes place in our profession is not committed by other people; it's practiced at some time or other by virtually everyone. "Have gun, will travel" is just as fitting a theme for academic achi vers as it was for Paladin. -Jane Tompkins,

professor of English at Duke University, in West of Everything: The Inner Life of Westerns, published by Oxford University Press

THE IDEOLOGY OF ANGER and re-A sentment so prevalent on the campus today has also spilled out into our political culture. The politically correct line is that David Duke was created by Willie Horton. The fact, however, is

that David Duke was created by the inequities of affirmative action and the racism it manufactures. Duke is a Frankenstein built by these politically correct engineers of human souls. And despite what they say, it is not at all certain that they are displeased by their frightening creation.

Until this last year radicals believed that they could get away with Mc-Carthyite thuggery on campus and that their fellow citizens would not be offended by the muffled sounds of free inquiry being strangled and destructive ideologies being jammed into place. They were wrong: Political correctness is now a national concern and their recent attempts to contrive a cover up will not make it go away.

The war over political correctness has been joined and it must be fought to a conclusion. If the radicals succeed, they will use their version of history to determine what kind of a country America was and their version of politics to determine what kind of a country it will become. If they are defeated, they will lose their last redoubt. -Peter Collier and David Horowitz, the editors

of Heterodoxy, published by the Center for the Study of Popular Culture, in the inaugural issue (April)

THE UNIVERSITY, which is dedicated L to the life of the mind and to reason, has always been political, political in the sense of creating forms of life within which we can live and work together with all of our differences and commonalities. . . . [But] we've left the political, understood in an adversarial sense, and gone right to legalism, and that puts us on a plane of thinking that I find really dangerous to the kind of thinking and living together and working together we would like to engage in.

You end up with things being strictly omparable which historically are not strictly comparable. Let me give you a concrete example. I recently heard somebody say it is exactly the same thing when a student shows up on campus with a T-shirt that says "Hitler was right" and another student shows up with a T-shirt that says "It's a black thing, you wouldn't understand." These are absolutely not comparable. The difference is a voice from the people who slaughtered six million-plus human beings and a voice from people who are claiming a culture with some

pride. Let me give you one other examplc. Those of us who work in feminist scholarship have been called neo-Nazis. The use of the epithet neo-Nazi shocks me down to my core and makes me ask, Where is history? Where is his--Elizabeth K. Minnich, professor of philosophy and women's

studies at the Graduate School of Union Institute, in the current issue of The Civic Arts Review rathin, I have become aware that

inobility has its costs. When I taught in China, my classroom monitor, Mr. Wei, would greet me daily at dawn. He would meet me at my door and accompany me to the college. . . . One morning Mr. Wei was several minutes late. "Dr. Lydia, I must apologize to you," he said, "but tomorrow I will not be here to greet you as the day begins. For this I am very sorry. . . . Tomorrow, I will see my venerable professor. He is ill with the cancer. For months, he has weakened and now we must stay by his side. . . .

"In China, we love our teachers," he said. "Historically, we have lived and died near the villages of our birth. From this came a certainty and trust." He paused and searched for words. "As we grew, with each kind person we met, we were certain to know them for life.

"In our new China we have mobility and progress. We can leave the village. We can travel to the university and, after the university, we can be assigned to distant places. In our new China, students may leave their teachers and teachers may leave their students." He shook his head. "Many people will never know the honor to sit by the bed of a beloved professor."

We traveled in silence. We both knew that soon I would be leaving.

Finally, Mr. Wei looked at me with earnestness. "In a traditional world, good-bye is a gentle thing. It comes only with the death. In a modern world, good-bye is bold and aggressive. It comes again and again."

He thought a moment and sighed. "]0 a modern world, Dearest Teacher Lydia, I think much tenderness is lost." -Lydia Minatoya, faculty membi in counseling at North Seattle Community College, in Talking to High Monks in the Snow:

An Asian American Odyssey,

published by HarperCollins

OPINION

#### LETTERS TO THE EDITOR

#### Who Should Pay for Public Higher Education?

the financing of public higher education that Illinois State University President Thomas P. Wallace expressed in his April 1 Point of View, "The Inequities of Low Tuition." According to State Profiles (1991). only 6.7 per cent of Illinois state and local tax revenues were appropriated for higher education in 1990-91, even though 76 per cent of all Illinois college students attend public universities in the state. Clearly, quality instruction and scholarship are being threatened by the lack of sufficient appropriations there and in many other states, including my own.

Dr. Wallace argues that we educators should resign ourselves to diminishing levels of state support and finance public higher education by raising tuition significantly. His "high financial aid—tuition equity model" may be attractive to legislators looking for somebody else to assume their state's moral and fiscal responsibilities, but it would be a disaster for students, universities, and

At the City University of New York, tuition as a percentage of the expenditures per full-time equivalent has grown from 21 per cent to 35 per cent in just 10 years. If state budget cuts and annual tuition hikes continue for the next seven years as they have the past two years, public funding will provide less than half of CUNY's senior college budget. In this scenario, cuny, Illinois State, and hundreds of other public institutions will become, by definition, private universities. Do we really want the ade in which America abandoned public higher education?

this nation created public higher education in the first place. Many urban institutions were established to educate "the children of the people, the whole people," as Dr. Howard Webster described the mission of New York City's Free Academy (CUNY's forerunner) in 1847. Our great land-grant universities were ounded through the Morrill Act of 1862, which offered aid to states that would support colleges whose curricula included agricultural and technical training. Numerous large public-

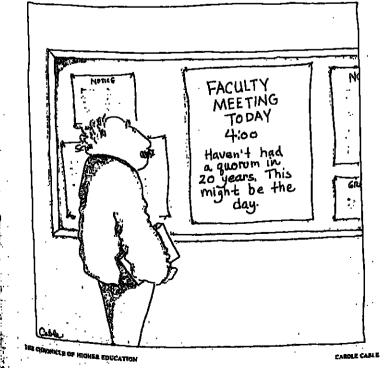
1 sympathize with the concerns for citizenry necessary for world leader-

These urban, land-grant, and postwar public institutions have all met their historic mandates. With roughly 14 million students in college, 10.8 million of them in public institutions. we have the highest college-going rate of any nation. Our university research in science, technology, medicine, and agriculture has transformed history. As a whole, America's higher-education system is the best in the

Allowing public higher education to decline into a private or even a "publicly assisted" system would have devastating consequences. Enrollment would plummet, particularly for working people, immigrants, and minorities, but also for middle-

class families. Economically, we would fail to produce the educated, technically proficient work force necessary for America to compete in a global economy. That failure, in turn, would give us higher unemployment and, ironically, the need to 90's to go down in history as the dec-spend more state money on prisons and social programs. As former Harvard President Derek Bok once Let's look back at how and why wrote, "If you think education is expensive, try ignorance."

Dr. Wallace argues that "much higher tuition" must be charged "in order to collect a greater percentage of the full educational costs from the students who can afford to pay them." He neglects to mention, however, that because middle-class salaries have eroded in the past decade, the parent cohort able to pay full college costs at even the current level has decreased sharply. With a big tuition increase, more students will need financial aid, and far more of it university systems were created af- than at present, while the pool of ter World War II, in order to give people able to pay "full cost" will



America the scientists and educated shrink rapidly. What happens if the college or system has very few welloff students from whom to siphon

> The proposal would do particular harm to minorities and people on the economic margin. Cities such as Chicago and New York already have hundreds of thousands of families that cannot send their children to college on a full-time basis and are not eligible for financial aid. Higher tution rates for part-time students, single parents, dislocated workers, and returning adults would create enormous obstacles that cannot be explained away by calculations based on projected financial-aid grants to "traditional," full-time students.

Dr. Wallace argues that his formula "has achieved the appropriate correlation between costs and family income" at private colleges. What he fails to acknowledge, however, is that many of our leading private institutions have discontinued "needblind" admissions because of budge deficits. What a setback it would be-what a tragedy-if tuition increases forced our public universities to make the same compromise

Therefore, I must disagree that the best way to finance public higher education is a "high-tuition policy." The best way is to convince our legislators in Illinois and elsewhere that education is the cornerstone of justice, democracy, and economic health. President John F. Kennedy I find disturbing the emerging protold the nation in 1963, "A free nation can rise no higher than the stanposals to increase dramatically pubdard of excellence set in its schools and colleges." We educators must provide the leadership to translate

W. ANN REYNOLDS

TO THE EDITOR:

I think Thomas P. Wallace is right on the mark regarding public-college financing. Low tuition for all students at public institutions ends up providing an advantage to those who least need it, while depriving lowerincome students of much-needed assistance. It is time we asked whether this model is realistic any longer. Interestingly, Mr. Wallace advocates a system that has been in place at private colleges for decades—where the "sticker" is closer to the real cost of education, but the "cost" to students is offset by a financial-aid system proportionate to need.

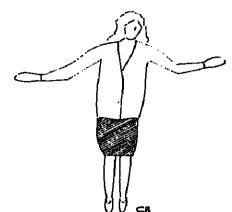
It used to be that private colleges charged high tuition, offered private and government financial-aid subsidies to those who could not pay the full charge, and then subsidized The public institutions entirely subsidized? charged low tuition and offered large subsidies through tax revenues.

ready changed in that public colleges now are very active in fund raising, an arena in which they were nearly invisible 10 or 20 years ago. Much ancing increase in public funds directed at the private schools.

The terribly important question cle is whether we will in the future be benefit from what is offered. These

FRENCH

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MADAME LANIER C"CAMEMBERT IS FROMAGE ") EXPRESSES "ZUT ALORS' TO THE SMALL GROUP ("LES IMBÉCILES") GATHERED IN ROOM 402

able to discern any difference between public and private colleges, and whether this is desirable.

> WILLIAM O. BARRETT President San Francisco Art Institute San Francisco

TO THE EDITOR:

Amid formidable economic pressures, public-higher-education leaders cannot afford to lose sight of the fact that fundamental changes in the way we finance higher education will have powerful political and economic consequences. Approaches that make sense financially may not work well educationally and politically.

lic-college tuition and base affordability on significantly higher financial-aid programs. Such approaches are suggested by Thomas P. Wallace of Illinois State University . . . and by Michael S. McPherson and Morton O. Schapiro in their book Keeping College Affordable: Government and Educational Opportunity. On the surface, the proposals may appear to support fairness and the common good, but in effect, they will undermine the common good and the egalitarian spirit that public higher education embodies.

Once we shift the fundamental financial rationale for funding public higher education from the state to the student, so, too, do we shift political demands and educational conse-

Envision the politics of a publiccollege system where a subset of students with adequate financial resources is knowingly paying the lion's share of fuition revenues (i.e., the non-discounted market-rate price). Is there any doubt this subset of constituents will, over time, make greater demands on allocation of resources than a corresponding subset the whole thing further by means of of students, whose tuition is almost

Currently, state taxes we pay toward public higher education, as well As the article described, this pat- as other state-supported activities. tern may change in terms of public- are based on our personal resources. college tuition. Of course, it has alpolicy works best-not at the micro, fee-for-service level. At this macro level, taxation is a means of redistributing income to benefit the common additional income has been directed good. Thus, many of the tax-supportat public institutions without a balment are available to us by virtue of our residency, without fees and irrespective of how much tax we pay or not addressed in Mr. Wallace's arti-

"goods" often relate to what is universally beneficial to the community. K-12 education, most roadways, and free public libraries are examples.

Other government "goods" are provided on a fee basis. This "miero" form of revenue collection presumably compensates the government for some of the costs related to providing goods and services received. Common fees are unrelated to income or market considerations or ability to pay. Instead, they relate maintaining the common good with the potential for everyone to benefit. Examples: motor-vehicle registration, adult-education classes, and fishing licenses. Such fees are set low enough for universal affordability, sometimes with special provi-

sions for those in dire financial need. Currently, public higher education falls in this category. A matter worthy of further discourse is whether higher education should be among those services available free of charge to citizens "by right." Unfortunately, the proposals about which I am concerned move public higher education out of its current category toward a more market-rate approach to setting fees. The proposals also fail to recognize that citizens who have already been significantly taxed based on ability to pay may revolt at what amounts to yet another sliding-scale tax, or at least they will begin to lose sight of their stake in a healthy level of state-supported services for the common good.

Income redistribution through tuition, which already occurs to a great extent within higher-education financing, should not become the primary means of financing colleges. What seems sound in theory does not always work well in practice. The reason that states got into the business of creating public colleges in the first place was to create more equitable opportunity. In my view, to flnance institutions based on students' ability to pay will, in the long term, tinguishes American public higher .education. DARRYL G. GREER

Executive Director New Jersey State College ng Boards Association Inc. Trenton, N.J.

#### Selection of chancellor raises important issues

TO THE EDITOR:

Mary Crystal Cage's article on the new California State University chancellor is intriguing ("New Chan-Continued on Following Page



#### Letters to the Editor

Continued From Preceding Page cellor of California State U. Enmeshed in Fights Over Tuition and Affirmative Action," April 1), There are a few matters raised in the piece that require elaboration.

California Assemblyman Richard Polanco chided the chancellor and the CSU for excluding a highly qualified Latino from consideration for the presidency of San Jose State University. Moreover, Polanco questioned the decision to forgo explicit CSU policies regarding the appointment of campus presidents and the forwarding of only one name for consideration by the Board of Trustees. CSU procedures for the selection of a president (Presidential Selection Advisory Committee, Item #9) state that the trustees in consultation with the chancellor will reduce the number of candidates to a minimum of three. This did not happen.

It may be too early to gauge the chancellor's performance in trying to enhance diversity in the CSU. The results of presidential searches at California State University at Northridge and Sonoma State University will provide researchers and concerned individuals with valuable information about any trends or directions.

However, two of the most recent presidential searches in the csu raise serious concerns. First, while Latinos are the largest minority group in California-larger than all other minority groups combined-and will become one of the largest student cohorts in the csu, there still is only one Latino among the 20 csu campus presidents-appointed eight years ago-and two Latino vice-presidents for academic affairs (one of them in an acting capacity). Second, the racist comments and innuendos against Latinos that surfaced during the California State University at Fresno and San Jose State University presidential searches reveal entrenched attitudes of exclusion that continue to impede Chicano/Latino efforts to achieve executive-level jobs in high-

We have a long way to go before women, underrepresented minorities, and especially Latinos assume their rightful place as leaders in American higher education. So far it is a tough, uphill struggle!

R LOUGH, UPHIN STREETS P. HARO
Professor of Mexican-American Studies
and Director of Monterey County Campus
San Jose State University
Salinas, Cal.

#### 'Academic guerrilla' draws scholarly fire

TO THE EDITOR:

THE CHRONICLE OF HIGHER PROCATION

I was dismayed to see a large portion of The Chronicle's valuable space given over to coverage of Ca-

mille Paglia's recent talk at Harvard heat in such a Manichaean climate, it t"Camille Paglia. Academic Guerril- is probably more socially useful as la. Relishes Her Role as Feminist Scourge," April 1). Surely, anyone pronounce a plague on both their who requires a publicist to organize her affairs and who appears on the front pages of The Boston Globe is already a cause célèbre.

The space allotted to Ms. Paglia's one-woman show is particularly redundant since news about her exploits is no news at all. We are all familiar with her name-calling, her bogus scholarship, and the tautologies and non sequiturs that she espouses under the heading of a "new" rational feminism.

It is a misnomer to refer to Ms. Paglia as a "feminist." The creeds she sets forth have nothing to do with sexual equality. Furthermore, I cannot see how anyone who claims Harold Bloom as a "mentor" can take such a handle seriously or unseriously, for that matter.

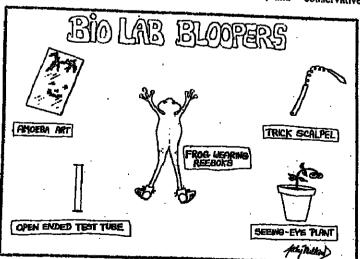
I admire Ms. Paglia for the slick manner with which she has managed her career but not for the way she has become the largest groupie of her 25). own myth. She is what she accuses others of being: a self-glorifying nihilist full of her own pufferies.

HELEN WUSSOW

To judge by your reporter Carolyn Mooney's burlesque treatment in The Chronicle, Camille Paglia's position on radical feminists and literary theorists in American academia is evidently extreme, her manner ancientmarinerly and strident, and her matter ad feminem in attacking such well-established exponents of the opposing position as Barbara Johnson and Marjorie Garber of Harvard. But since Ms. Mooney's treatment of Miss Paglia is also substantially ad feminem, it is not easy to say whether one is-which one?-or both are attacking persons more than questioning positions and addressing issucs. It would be even harder to know whether there might be a modicum of merit or substance in Miss Paglia's position. ("Miss" is her preference, according to the article.)

It is difficult for a position like Miss Paglia's to get a general public hearing without being either programmatically conservative or methodically polemical. But in turning to bread-and-circuses polemic, critics of orthodox theorism in effect join the majority opposition. . . .

Such demonstrations may help exdain why it is that—while "academe is being corrupted by trendy feminists and literary theorists," in Miss Paglia's terms, and "conservatives



are taking control of academic reform"-liberals stand around doing nothing (italics mine). With all the well as enlightening to turn away, houses, and concentrate on scholarship and teaching. There is hope for the future, if not much vendible propaganda for the present.

THOMAS CLAYTON Professor of English and Classical Studies Chair of Classical Civilization Program University of Minnesota at Twin Cities

Students lobby for more student aid

TO THE EDITOR:

The fact that your publication does not communicate much with the student groups that have a vital stake in the preservation and expansion of higher education, and who work actively for its reformation, is borne out by a recent article touching on legislative activity in the State of Washington, "States Wrestle With Proposals for Higher Tuition" (March

The article quotes State Rep. Ken Jacobsen regarding a bill that he introduced during the 1992 session that would have raised tuition, a pragmatic acknowledgment of our state's current budget woes, while providing a remarkable, overdue increase in financial-aid funding. Eligibility for aid would expand to encompass middleclass families with incomes up to \$49,000. The article does not point out that Mr. Jacobsen, in consultution with students, worked to remove all tuition increases from his own bill—the consequence being that the bill advanced with tremendous bipartisan support out of the House of Representatives, 96 to 0.

According to the article, "Student groups opposed the measure, ... testifying against it at legislative hearings." This is untrue. My association, the Washington Student Lobby, coordinates the involvement of student governments at all five of our public universities in legislative mutters. We testified in strong support of Mr. Jacobsen's bill. Increasing tuition was the one sticking point for Democrats and Republicans alike. Once that section was removed from the bill, the remaining Washington College Promise Program—purely financial aid-had great backing, dying within the state Senate only because of a lack of time left in the ses-

We never believed that our legislature would increase tuition. Therefore, it is highly inaccurate to write that we were working against the bill. In fact, we honored Mr. Jacobsen as our "Annual Legislator of the Year" for having proposed the legislation. You are more exact when you later identify Robert G. Edie, director of vernment relations at the University of Washington, as being an opponent of the bill. Ironically, only the it—although they supported the initial element of raising tuition, Mr. of Art, the Bronx Zoo, the Aquari-Edie states, "We're not willing to say all new money in higher education should go into financial aid." Indeed, it is the posture of our universities that no additional money should go into financial aid. This in spite of the fact that not even half of those students eligible for our "State Need Grant," with a family-income cutoff of about \$12,000, receive it.

half began their studies in community During the 1980's, while the student population in our state actualmature students a chance to study ly declined (we rank last among what is meaningful to them, the CUNY states in terms of access), the size program has wonderful outcome

of each university's administration data. The retention rate is nearly? more than doubled-quadrupled in per cent. The program has just ac-

the case of the University of Wash-

ington. Defending this excess, while

disparaging efforts to provide access

for students, is curiously elitist. It

lost touch with their missions and

have become obsessed merely with

institutional self-preservation. Are

we as students wrong to expect

more? Or are we to be begrudged as

its deserved reputation for excel-

lence in the reporting of higher-edu-

Your publication could strengthen

Staff Consultant Washington Student I obby Olympia, Wash.

merely a diversion of resources?

Programs for students

who design their majors

Individualized majors flourish not

only in single institutions such as

those included in your March 25 is-

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cent of the total students. About one-

The program serves primarily re-

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CUNY Gradunte School.

suggests that our institutions have

per cent) graduated with hopers We are naturally proud that to achieve so much and with such (-) tinction. And thank you for your beat piece on non-traditional pre-

and Academic D

cation issues by communicating To THE EDITOR: more with the students who, by defi-Susan Dodge's March 25 articks nition, are what higher education is students who design their own 🗈 jors was unforgivably remiss be BRENDAN W. WILLIAMS cluding Hampshire College in & herst, Mass., where every stude. designs his or her own come? study, guided by a two- or threefe son faculty committee. Ken Bur was an early alumnus, and me more lend illustrious careers and a at the forefront of reform and the in every area. . . .

It's interesting that Dodge the the University of Massachuses at Amherst, of all places, as one ?ample of this program. Of the mashers of the Five-College Consuma (University of Massachusetts, Sud College, Amherst College, Mont Holyoke College, and Hampshire

. . . the University of Massachum remains the most difficult place to students to take advantage of the diversity of education available us most students there have to conplete several semesters of require courses before they are allowed to consider taking an off-campus class UMass also still does not accept Hampshire's written evaluation s) tem in lieu of grades. I'd hardly this cutting edge or respectful of h choice and motivation of the indivi-CELIA WHIT

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space; short letters must sometimes be given preference. Letters

may be condensed. Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a day time telephone number.



# 'Ledger Art' Reveals Lives and Rituals of American Indians



By Jean Rosenblatt " HIS ARTISTRY by a vanishing race . . . originally cost me several hides of bacon, as Chief Whirlwind was fond of hog-meat, and when he came for a visit and to smoke the pipe of peace and brought me a present-in Indian society that called for a swap."

So wrote Second Lieut. Samuel Good Jones in 1937, describing how he had come by a book of drawings when he served with the U.S. Army's 5th Cavalry in Indian Territory (now Oklahoma).

The drawings that Chief Whirlwind swapped for bacon were part of an artistic tradition now known as "ledger art"-drawings done by American Indians in ledger books that they obtained from

trading posts or military commands. Most of the drawings were created by highly skilled artists from the Plains tribes around the time that they were being herded onto reservations—the middle and late 19th century. The drawings, done mostly in colored pencil, portray Indians' lives and rituals through pictographs-simple images of people, animals, weapons, and

Two ledger books, including the one that Chief Whirlwind gave to Lieuten-<sup>ant Jones</sup>, are in the Oklahoma Museum of Natural History's Ethnology Collection at the University of Oklahoma. The books may hold the largest number of Plains-Indian ledger drawings outside of the Smithsonian Institution, says the museum's collections manager, Julie Droke.

The university's collection of drawings also is unusual because the pages still are bound in book form. Most ledger drawings have been torn from the books in which they were drawn because the artworks are so valuable, Ms. Droke says. Individual drawings have been sold for as much as \$18,000 at galleries and auction houses.

Plains Indians drew pictures in ledger books as a way of recording warrior victories and courtship rituals. The composition of the drawings also depicted people's relationships to one another.

But the real value of ledger drawings lies in what they reveal about Indian life, scholars say. The drawings "paid great attention to detail, which makes them murvelous sources" for the study of clothing, headdress, belts, hairstyles, horse goar, lodges, and other aspects of Indian life, says Mary Jo Watson, who teaches American-Indian aesthetics to undergraduates at the University of Oklahoma. She uses slides of the university's ledger drawings in her

ESIDES revealing a particular aesthetic and way of life, ledger drawings at a deeper level also depict a value system, says Candace Greene, an anthropologist at the Smithsonian's National Museum of Natural History. Ms. Greene, who did her doctoral research on Cheyenne pictographic art while at Oklahoma, says that in ledger drawings done by at least one Plains tribe, the Cheyenne, "What's placed on the right is considered to be more spiritually powerful" than what is shown on the left. In pictures of warfare, for example, the Cheyenne warrior tends to appear on the right, the non-Cheyenne on the left; in drawings of courtship, the man is on the right, the woman on the

The origins of Indian graphic art date back thousands of years, Ms. Greene says. The first pictographic art done by American Indians consisted of petroglyphs incised into cliff faces and pictures painted on rocks. As materials and techniques became more sophisticated, people began painting on animal hides, until skins became scarce with the near-extermination of the buffalo. When American and European trade goods such as paper and pencils became available, the Plains tribes again adapt-

Most ledger drawings probably were done to record triumphs in battle and hunts from the artists' earlier lives, before the Plains Indians were moved to reservations, scholars believe. Scenes depicting courtship rituals and family customs may have been drawn by younger artists with no victories as warriors to record.

Only men created this kind of representational art. Ms. Greene says. The women traditionally specialized in decorative art, such as geometric paintings on hides or bead and quill work.

The intermixing of pictures by different artists in many ledger books suggests that the pictures may have been drawn "in a social setting," Ms. Greene says. She speculates that groups of men might have sat around together telling stories, with one man at a time drawing a picture of, say, a battle being described by the others. When the artist finished, he might have passed his drawing around for the others to look at and comment on. They might then have drawn their own versions of the same battle-or a different one-on separate pages.

The drawings that Chief Whirlwind gave to Lieutenant Jones-"this artistry by a vanishing race"-most likely were done by a group of Cheyenne artists in the early 1890's, after Indian Territory had become reservation land.

But by the 1890's ledger drawings were a dying art form, Ms. Greene believes, since "the pictographic tradition disappeared around the turn of the cen-

LTHOUGH there was a renaissance of American-Indian graphic art Leginning in the 1930's, she says, this emerged from an "easel-art tradition"—that is, out of art schools rather than a "community-art tradifrom members of their own families, villages, or tribes.

Other experts believe that ledger art did not signal the end of a tradition at all but was simply a transition from the old hide paintings to contemporary art.

"Indian art has never been static. The Indian people always incorporated change into their work," Ms. Watson says. To her, ledger art is vibrant proof of the "monumental versatility of Indian people."



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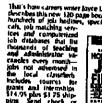
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# PHYSICAL EDUCATION DEPT:

Assistant Professor. Tenure-track, effective August 16, 1992. Teach graduate and undergraduate courses in adapted physical education and second teaching area. Qualifications: Earned dorronse in physical education with strong emphasis in adapted physical education; teaching excellence, preferably in professional and public school programs; expertise in a second teaching area; experience in directing clinical experiences for special populations; record of scholarly productivity; evidence of research capability; direct theses; write grant proposals for external funding; and familiarly with instructional and computer technology. Submit letter of spilication, curriculum vita, one or more samples of written work, evidence of teaching effectiveness, three letters of reference, and transcripts to Chair, Adapted Phys. Ed. Search Committee, Dept. of Physical Ed., NIU, DeKalb, IL 60115. Dead-line: June 15, 1992, AA/EEO.

ty in keeping with AACSB standards. The Department of Business Administration, which offers both understanding and MBA degrees, is seeking accreditation by the AACSB. Send a letter of application with a curriculum vitue listing three references to Dr. Mart A. Bebense, Head, Department of Business Administration, The Citadel, Charteston, South Carolina 2969-0215. The evaluation of applications will begin immediately and ill continue until the position is filled. The Citadel is an Affirmative Action, Equal Opportunity Employer.

ted to teaching and professional productivity in keeping with AACSB standards. The Road, Lake Forest, Illinois 60045. Applica-

Administration/Education: Senior Resident Faculty. Nailve: American Educational Services College, Calcago Campus. NAES is a sead, private, community-based American Indian College offering an eccredited Community Studies B.A. degree. SRF is principal administrative officer of campus with responsability for recruitment, fund raising, and public relations. SRF is also academic faculty. \$30,000/year. Letter and resund: Dr. Terry Siraus, 2838 West Peterson Avenue, Chicago, Ulanois 6659.

Admissions: Belmont Abbey College is seeking a Director of Admissions, This position reports directly to the Vice President for Euroliment Manuagement. Belmont Abbey College is a private, co-educational, liberal sris college sifficied with the Roman Catholis Church and aponsored by the Order of St. Benedict, with an enrollment of 1,029. Founded in 1876, the college opious a long and distinguished history. The immediate task of the Director of Admissions is to coordinate the total operation of



# **University of Otago**

Te Whare Wananga o Otago

#### LECTURESHIP IN ENGLISH

(FILM AND CONTEMPORARY CRITICAL THEORY)

Applications are invited for a lectureship in the field of film and contemporary critical theory. The successful applicant will be expected to teach a second-year paper on the history and theory of film, and contribute to a graduate paper on contemporary critical theory. Preference may be given to candidates who can also teach in other fields relevant to courses offered by the Department of English. Expertise in American literature would be contribute advantage. be a particular advantage.

Apart from teaching at undergraduate and graduate levels, the successful applicant will be expected to pursue, stimulate, and supervise research in his or her field(s) of expertise.

The current salary range is NZ\$37,440 - NZ\$49,088 per annum with a bar at NZ\$45,448. The position is available from 1 July 1992, and it is hoped that the

Applications quoting reference number A92/19 close with the Registrar, University of Otago, P. O. Box 56, Dunedin, New Zealand (Fax (64)(3) 474-1607) on 22 May 1992.

successful applicant catcassume duties as close as possible to that

#### LECTURER/SENIOR LECTURER IN ZOOLOGY (STREAM ECOLOGY)

Applications are invited for the position of Lecturer in the Department of Zoology (equivalent to Assistant Professor in North America). An exceptionally well qualified candidate might be considered for appointment at Senior Lecturer level. This post is available from 1 February 1993 and the successful applicant is expected to take up duties as soon as possible after that date. An earlier starting date might be negotiated. Candidates must have a good record of published research in the area of stream or river a good record of published research in the area of stream or river ecology and will be expected to engage in an active programme of research. Collaborative research is encouraged in the Department and the successful candidate will join a strong group of aquatic ecologists. Stream research is well established at Otago with an emphasis, so far, on the influence of land-use practices on stream ecosystems and on the impact of introduced brown trout on the native fauna. The considerable data base provides exceltent opportunities for the appointee to become involved in this developing programme if she or he so wishes. The person appointed will contribute to the teaching of stream ecology and other dutics will include teaching in undergraduate biology/zoology/courses and supervision of under-graduate

and graduate research.
Enquiries may be made to Professor Colin Townsend, Head of Department of Zoology (Telephone NZ (64)(3) 479-7975; Fax (64)(3) 479-7584; B-mail FRANCES@Otago.ac.nz).

Salary: Lecturers \$NZ37,440 - \$NZ49,088 per annum.

Sentor Lecturers \$NZ57,2000-\$NZ60,944 per annum.

Intending applicants can obtain further information, including a description of the Department, from the Registrar, University of Otago, PO Box 56, Dunedin, New Zealand (Pax (64)(3) 474-1607). Applications, quoting reference number A92/2 close with the Registrar on 1 June 1992.

Equal opportunity in employment is University policy.

#### **Boston University** Brussels, Belgium

Director of Boston University's graduate programs in Brussels, Belgium. Programs include a Master of Science in Management and a Master of Arts in International Relations. Responsibilities require oversight of administrative and academic operations, budget development, marketing graduate programs, faculty recruitment, developing relationships with external agencies.

Candidate must be fluent in English and French. Requires doctorate or equivalent in business and four to six years program administration experience, prefera-bly in a university. Graduate teaching experience desir-able. Starting date is July 1, 1992.

Please send resume and cover letter to: Josephine Tompkins, Boston University, Office of Personnel, 25 Buick Street, Boston, MA 02215.



Boston University is an equal opportunity,

adept at priority setting. Demonstrated cre-talivity and effectiveness in recruitment are accessary as the director grant have the po-tential to lead the college's expollence in-tialives into the future. A minimum of ave-years of experience to adequisations is need-ed. Direct resume and references to Mrs. Jo Singiston, Belimont Abboy College, Bel-







#### **FACULTY POSITIONS ACADEMIC YEAR 1992-93**

#### **West Campus**

Requirements: Master's in Fine Arts. Teaching experience in metal-work and basic design. Experience with lost wax casting, mold mak-ing, raising/forming, fabrication/forging techniques. Knowledge of el-emants and principles of basic design. Demonstrated understanding of the multicultural needs of a southwestern community college stu-dent hold.

dent body. Preferences: Community college toaching experience, Experience in supervising complex metals program. Knowledge of safety/hazardous materials management. National exhibition record. Willingness to assume department chair responsibilities on a rotating basis, committee work, curriculum development and program articulation.

BIOLOGY:
Requirements: Master's degree in blology with broad general biological background; recent teaching experience at the college level in Biological Sciences. Evidence of ability to communicate knowledge to students of diverse social, economic and cultural backgrounds. Preferences: Ph.D. in biological sciences; experience in curriculum development and application of media technology in teaching; ability to teach, develop and coordinate basic biology courses for Health Career students. Recent community college teaching experience.

MATHEMATICS:
Requirements: Master's degree in mathematics or related field. Instructor will be expected to teach a wide range of courses from developmental math courses through linear algebra. Demonstrated understanding of the multicultural needs of a southwestern community col-

lage student body.

Preferences: Community college teaching experience with special emphasis on the use of technology in the classroom to include handheld calculators, software applications, etc.

RUNSING: Requirements: Master's dagree or higher in nursing from an accredited college or university, preferably in Pedratric Nursing, R.N. licensure or eligibility for licensure in Arizona. Recent documented clinical expertise in area(s) of specialization. Demonstrated understanding of the multicultural needs of a southwestern community college student

elerences: An understanding of Associate Degree Nursing, prior mmunity college leaching expertise in a variety of nursing content

areas.
NURSING (This is a one academic year appointment):
Requirements: Master's degree or higher in nursing from an accredited college or university, proferably in Medical/Surgios! Nursing. R.N. licensure or eligibility for licensure in Arizona. Recent documented chinical expertise in area of specialization. Demonstrated understanding of the multicultural needs of a southwestern community college student body. Teaching assignments may include days, evenings. Saturdays or Sundays.

Preferences: Teaching experience in nursing education.

SOCIOLOGY:

SOCIOLOGY:
Requirements: Master's degree in sociology or related field. Demonstrated ability to teach such courses as introduction to Sociology, Minority Relations and Urban Society, and/or Women in Society. Should be knowledgeable of various fearning styles and have a strong desire and willingness to help advocate for and implement activities and teaching styles that assist students who are multicultural and diverse in their pursuit of academic success.

diverse in main pures. It is specified in Spanish. Teaching experience at the community college level. An understanding of the multiouttural needs of a southwestern community college student body. Preferences: Experience in course development and language training for professionals. Experience in accelerated language course instruction. Familiarity with multiple language teaching atrategles. Demonstrated effectiveness as an instructor of Spanish.

WRITING:
Requirements: Master's degree in English or related field. Demonairated community college experience in teaching writing at all levels
including remedial. An understanding of the multicultural needs of a
southwestern community college student body.
Preferences: A commitment to helping students develop as writere,
students, and human beings. Demonstrated ability as a creative, effectivo teacher, and as a participant in colleborative endeavors.

Applicants must qualify for a regular Arizona community college teaching certificate.

First review of applications will commonce on May 18, 1992 and will continue until the positions are fitted. To be considered, a completed Pima Community College application, a resume, unofficial transcripts and the names of 3 current references must be submitted. Failure to complete the application requirements will result in elimination of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 85702-3010 (802) 884-8624

Pima Community College is committed to multicultural diversity and is an Equal Opportunity, Affirmative Action Employer. Women, minorities and other protected classes are encouraged to apply.

Admissions: DePauw University seeks an admission of the recruitment cycle and admission of the admission counseling Person must be well organized with excellent writing skills and ability to establish port quickly and easily with students, parents, locality, stiff, and quantil, Previous parents provided the previous parents and previous parents provided the previous parents previous p repport quickly and easily with audents, aments, locally, stinf, and nhami. Previous admissions experience desirable, but not required. DePauw is a private, understraint, likeria arts university committed to diversifying all aspects of campus life. Responsibilities include interviewing prospective students, participation in admissions decision-making, management of specific zeographic territory. Salary and little commensurate with experience. Letter of application, résumé, and potence clutters of recommendation are encouraged to: David C. Murray, Deep of Admissions, Depaud University, Greencaste, Indiana 46135-1772. Review of applications will begin immediately and constant until position dided. AA/BOS. Women and rainortites are encouraged to apply.

application, résumé, and poference (lotters of recommendation are encouraged) to: David C. Murray, Dean Of Admissions, De-Pauw University. Greencastle, indiann 46135-1772. Review of applications will be pin immediately and continue unit position filed. AAPOS. Women and rainortiles are encouraged to apply.

Admissionas Assistant Director. Saint Louris University, the defeat university west of the Adississippi and a leader in Jesuit education. The deadline: May 20, 1992. Send cover letter, found new enrollment management model as an Assistant Director of Admissions. The position is primarily responsible for the imposition is primarily responsible for the imposition of the Admission of the Admission is primarily responsible for the imposition is primarily responsible for the imposition of the Admission of the Admission of the Admission is primarily responsible for the imposition of the Admission o

recha ceriffication procedures. Qualifications: Matter's degree with a minimum of
there years' admissions experience required; supervisory and recruitment plannins experience preferred. Application
deadline: May 8. 1992. Applicanis minst
submit cover letter, references and remadto: Saint Louis University, Human Rasources, 1300 Lindell Bouleverd, St. Louis, Missouri 63103. SLU is an Affirmative
Action, Equal Opportunity Happioyer,



Bloomsburg, Pennsylvania

BLCOMSBURG UNIVERSITY invites applications for three full-time, temporary positions within the Department of Curriculum and Foundations for the 1992-93 academic year. Preferance will be given to candidates with the ability to relate to diverse student populations including persons of color and women.

EDUCATION/QUIDANCE/SUPERVISION (Aftirmative Action #72-1-153). Responsibilities: Supervise student teachers and graduate practicum students in the Bucks County area [Philadelphia] graduate program; teach graduate courses in elementary aducation and guidance in the Bucks County program. Qualifications: Dostorate in aducation required; college-level teaching highly desired; graduate course work in supervision and three years' classroom teaching experience in an accredited school required

EDUCATION/READING (Affirmative Action #72-1-154). Responsibilities: Teach graduate and undergraduate courses in reading (introduction to the Teaching of Reading, Diagnostic and Remedial Reading, and Teaching the Reluctant Reader); supervise student teachers. Qualifications: Doctorate required with a major in reading education; college-level teaching highly desired; graduate course work in supervision and three years' classroom teaching experience in an accredited school regulated.

EDUCATION/SUPERVISION (Affirmative Action #72-1-156). Responsibilities: Supervise student teachers and possibly share responsibilities in teaching Field Studies courses. Qualifications: Doctorate in education required; graduate course work, iralning, and experience in apervision required; three years' class-room teaching experience in an accredited school required.

Salary/Rank: Negotiable within the rank of Assistant Professor. Application procedure: Submit a latter of application (refer to the Affirmative Action # of the position), a current vita, copy of teaching perfilicate, undergraduate and graduate transcripla, and three ourrant letters of recommendation to Dr. Chris Ann Chervington, Chairperson, Search and Screen Committee, 104 Navy Hail, Bloomsburg University, Bloomsburg, Pennsylvania 17815. Applications must be received by May 20, 1992.

Bioomsburg University is an Affirmative Action, Equal Opportunity Employer.
Persons of color, women, and all other protected class members
are especially urged to apply.

#### **CHAIRPERSON**

Department of Practical Arts & **Vocational-Technical Education** UNIVERSITY OF MISSOURI-COLUMBIA

UNIVERSITY OF MISSOURI-COLUMBIA

POSITION: The Department of Practical Arts and Vocational-Technical Education at the University of Missouri Columbia is seeking applications or nominations for department chatgerion. The position is a 12-month non-lenured administrative position and 9 month academic appointment with rank and tenure negotiable. Competitive salary, position available Sentember 1, 1992.

DEPARTMENT: The Department of Practical Arts and Vocational Technical Education is one of seven departments in the College of Education and is comprised of five program areas: Agricultural Education, Business Education, Home Economica Education, Industrial Education, and Marketing Education. The University of Missouri-Columbia is the largest and most comprehensive of the four campuses of the University of Missouri-Columbia is the largest and most comprehensive of the four campuses of the University of Missouri-Columbia is the largest and most comprehensive of the four campuses of the University of Missouri System.

QUALIFICATIONS: An earned doctorate in vocational education or a closely related disciplina with a demonstrated ability to provide departmentel and program leadership and outstanding record in teaching, undergraduate and graduate advising, professional service, research, grant writing, and a consistent record of retereed publications are required. Excellent fiscal management, communication, and Interpersonal stills are essential.

RESPONSIBILITIES: The chaliperson will be expected to provide leadership in program and personnel development as well as campus and provide long service, devise creative resource acquisition and program allocation plans, teach and advise in vocational education and other constituencies.

APPLICATIONS send letter of application; vite; and names, addresses, and phone numbers of the professional references to: Dr. Lonnie Echtermachi, Chair, Search Committee, Department of PAVTE, 109 Hill Hall, University of Missouri-Columbia. Mo 6821.1. The screening process will begin May 10, 199

#### **CHAIRPERSON** DEPARTMENT OF PREVENTIVE MEDICINE The University of Mississippi Medical Center • Jackson

The University of Mississippi Medical Center invites nominations for the position of professor and chairperson of the Department of Preventive Medicine. Candidates should have a notable record of teaching experience, research activities and clinical service in an academic health science center environment, and must be eligible for medical licensure in Mississippi. Candidates with administrative background are preferred. The Department of Preventive Medicine currently has 14 faculty members in divisions of medical genetics, biostatistics, epidemiology and parasitology/medical entomology. Those who wish to submit a nomination for this position should send the nominee's name and address to Dr. J. Maurice Mahan, Chairman, Search committee, c/o Department of Institutional Research, the University of Mississippi Medical Center, 2500 North State Street, Jackson, Mississippi 39216-4505. Application deadline is September 1, 1992.

equal opportunity employer, m/rh/y.

Africap-American Studies: Chicago-based Associated Colleges of the Midwest Urban Studies Prostrate seeks faculty for its African-American component in experience-based understaduate prostram, Acaponsibilities inclusit escaling and some administration. African-Americans encouraged to apply, Contact hard Cunistancen, Director, Urban Studies Program, 314 West Instruction of Chicago, Illinois 60510.

Astricultures: Instructor Assistance (Associated Studies Programs)

cultural business. Manage university farm us instructional and asricultural research laboratory. Work with area farmers and agricultural businesses. Qualifications: Master a degree in some field of Asriculture. Doctorate praterred. Ability to teach plant solonce and agricultural business courses. Experience and background in use of consumers, a agricultural purious properties as agricultural proposational desired and caperience preferred. Desposatisted ability to communicate and work effectively with usriculture groups and agencies. Position avoilable August 25, 1992. Screening begins June 1, 1992 and continues until posi-

LYNCHBURG COLLEGE IN VIRGINIA

Special Education Position. The School of Education and Human Dovelopment seeks applications for tenure-track position in Special Education, beginning August 1992. Rank: assistant or associate professor. Qualified applicants will have an earned doctorate in special education, instructional experience with students with disabilities, interest in curriculum development and program improvement, and scholarly achievement or demonstrated potential for it. Expertise in one or more of the following is desirable: transition, collaborative efforts with general education, language development, and academic curriculum and

Lynchburg College offers both undergraduate and graduate programs leading to teacher certification and master's degree sequences in many areas, in-cluding Learning and Behavior (LD/ED), Severe 0s abilities, and Early Childhood Special Education. The College values good teaching, commitment to students, and professional or scholarly interests. Salay and benefits are competitive. Review of credentals will begin in late April and continue until an appoint ment is made. Please send a vita and references to: Dr. Ed Polloway; Chair, Search Committee, School of Education and Human Development, Lynchburg Col lege, 1501 Lakeside Drive, Lynchburg, VA 24501-3199.

Lynchburg Collego is a private, coeducational, liberal arts institution of 2,300 undergraduate and graduate students, affiliated with the Christian Church (Disciples of Christ), a liboral Protestant denominat Lynchburg is a metropolitan community of 150,000 ersons located near the Blue Ridge Mountains, 3 /2 hours southwest of Washington, DC. The dy has a diversified economic base, excellent public schools, a mild climate, and many opportunities to recreation. Five colleges enhance its cultural life.

Lynchburg College strongly encourages applications members of minority groups.

#### Associate or Full Professor Infectious Disease Epidemiologist UNIVERSITY OF MINNESOTA

The Division of Epidemiology, School of Public Health, University of Massi-ta, seeks a full-time tenure-track Associate Professor or tenured Pull Professor for its Infectious Disease Epidemiology program.

Specific requirements for the position are 1) Ph.D. in Epidemiology, of 21th with MPH or Ph.D. in Epidemiology, or 3) DVM with MPH or Ph.D. in Epidemiology, and 4) experience in human infectious disease epidemiology. and 4) experience in human infectious disease epidemiology. The primary criteria for appointment are a relevant publication record new reviewed journals, demonstrated ability through grant awards for sprike research, and evidence through student evaluations of successful teacher. The Full Professor level is a tenured appointment, requiring at least 19 and post-doctoral teaching and research experience; at least five years of post-doctoral teaching and research experience; at least five years of post-doctoral teaching and research experience is required for the tenurely Associate Professor level. Primary responsibilities of this position will be develop with colleagues and direct a concentration in leaching and essaring infectious disease epidemiology in the Division of Epidemiology. There is appropriatify to combine research with investigators in the epidemiology aging, behavior, cardiovascular disease, cancer, nutrition and a program community health education. Teaching is required, as well as advising as the result of the professor in the epidemiology. The position is required, as well as advising as the position in the epidemiology. The position is a content of the professor in the epidemiology and the professor in the epidemiology and the program is the professor in the epidemiology and the program is the professor in the epidemiology and the program is the epidemiology and the epidemiology are the epidemiology and the epidemiology are epidemiology and the ep

The position is available on or about July 15, 1992, interested applicable should aubmit a curriculum vitae, publications list, and a list of at leaf set references by June 1, 1992 to Dr. Henry Blackburn, c/o Kathy Rand, Division of Epidemiology, School of Public Health, University of Managola, 1300 South Second Street, Suite 300, Minneapolis, MN 55454-1015.

Please reference job number SPH 26.

tury: cataloguans, mocessins, and conist tools of access for the archiver and sustained access for the archives; facilitatins cholority and pass to be itions; collection development, otherwise itions; collection development, otherwise as assigned. Reports to the Chef Charlon as assigned. Reports to the Chef Charlon as assigned. Reports to the Chef Charlon as the claim of the cholority of the charlon and acceptance and appearance and appearance and appearance. Reference 11th thous and appearance. Reference 11th the charlon and acceptance. Reference 11th the charlon and acceptance and accepta

The University of Minnesola is an equal opportunity educator and employed

tion filled. Send résume, transcripts, and names and telephone numbers of three reforences to: Chair, Agriculture Search Committee, Department of Home Economics 
and Agriculture, Station #11. Eastern New 
Mexico University, Pornakes, New Mexico 
83130. New Mexico is an open records 
state; therefore, it is the policy of the University to reveal to the public the identifies 
of the applicants for whom ourside inquiries have been made or for whom on-campus interviews are scheduled. A A/EOE.

Archives / Library: Archivist / Manuscripts Curator, The Huntington Library. The Department of Manuscripts Invites applications for a professional archivis/historian to hold a joint appointment as fundituous Archivist and Curator of Western American Historical Manuscripts in one of the nation's great relivate humanities research libraries. Responsibilities: Reference and research service for scholars consulting the Huntington's own archives and (along with two other curators) for the horary's rich collections in Western American history, especially those periadings to Henry Huntington, western railroad, and the development of Los Angeles in the early Zith cen-

**BULLETIN BOARD: Positions available Sunny Southwest** 

YAVAPAI COLLEGE Arizona

**COMMUNITY COLLEGE INSTRUCTORS** Positions contingent on final approval of 92/93 budget.

PRESCOTT CAMPUS-

Located at Prescott, a city of 28,000 at the edge of the Prescott National Forest. 100 miles northwest of Phoenix at an elevation of 5,300 feet. ART: M.F.A., or M.A. with major in pulnting, previous experience teaching in the field of art at a post-secondary institution. Evidence of excellent teaching ability. Desirable: academic/teaching in at least one additional area of art such as art history or printmaking. Closing date May 27.

ENGLISH: Master's in English, Rhetoric, English Ed., three years' experience or reasonable equivalent teaching composition, English, developmental English; knowledge of current theory. Desirables: excellent teaching at community college level, experience in transfer/developmental tracks; coursework or experience teaching reading. Closing date May 15. vectorarm //SOCIAL SCIENCE: Master's with major in Geography; evidence of excellent teaching ability and community college experience. Desirable: strong academic/teaching background in at least one additional social science, e.g.: psychology, history, anthropology, sociology, Closing date May 15. GEOGRAPHY/SOCIAL SCIENCE: Master's with major in Geography;

VERDE CAMPUS-

Located at Clarkdale in the scenic Verde Valley, 100 miles north of Phoenix at an average elevation of 3,500 feet. Other Verde Valley communities include Cottonwood, Jerome, Camp Verde, Sedona.

BIOLOGY: Master's in Biology, Botany emphasis; able to teach Botany, Zoology, Basic Biological Concepts. Desirable: two years' community college teaching experience. Closing date May 15.

ENGLISII: Master's in English, two years' experience teaching English composition at secondary or post-secondary level. Desirable: two years' teaching experience at community college in addition to above. Closing

MATH: Master's in Mathematics, two years' teaching math at secondary or post-secondary level. Desirable: two years' experience teaching in a community college in addition to above; demonstrated interest in application of new instruction methods and use of technology in classroom. Clos-

Salaries: Starting \$22,000 to \$32,000 consistent with scademic preparation and experience. Six years and master's would be \$28,000. Information: Instructors may be required to teach on our inter-active audio

Application Process: All materials must reach us by closing date listed in ad. Send letter of application, résumé, unofficial transcripts, 3 written professional recommendations, to: Mr. Larry Humphrey, Personnel Officer, Yavapal College, 1100 E. Sheldon, Prescott, Arizuna 86301; phone (602) 776-2218, Fax (602) 776-2193. Please include position title in all correspondence. EOE.

#### **Full-Time Nursing Faculty Positions** For Academic Year 1992-93 (Contingent Upon Funding)

Northeastern University Colloge of Nursing seeks tenure-track and full-time temporary faculty. Appointments effective September, 1992. Qualifications: Master's degree in Nursing and earned Doctorate, or significant progress toward a doctorate. Teaching experience in practice preferred. Teaching in the generic and RN baccalaureate programs as well as the Master's program. Rank and salary dependent upon qualifications. Must be eligible for state licensure.

Applications accepted until positions are filled. Telephone inquiries not possible. Send a curriculum vitae to: Dean Eileen Zungolo, Northeastern University College of Nursing, 102 Robinson Hall, Boston, MA 02115. Northeastern is an Equal Opportunity/Affirmative Action, Title IX University.

# M Northeastern University

Curl Foote, Manager of Personnel, Hun-ington Library, 1151 Oxford Road, San Mario, California 91108, Preference given to complate applications received by June

than are school employment. Salary and teal, are negotiable. Interested persons should forward a letter of application and a returned finding names and telephone for the position will be asked to have transcripts of all graduate work browneds at the appropriate time. Dogstas W. Johnson, Vice President for Academic Affairs, Claim College, 400 College, 400

Art History: Stide Librarian, Providence Cobpe. Art and Art History Department. Twelve-month renewable, administrative

appointment. Begins July 1, 1992. Salary very competitive with excellent medical benefits. Qualifications: MA in Art History or MS in Library Science with a back-ground in Art History: experience in slide library operations: reading knowledge. ground in Art History: experience in slide library operations; reading knowledge of French, German, or Italian; knowledge of computer applications in visual resources collections. Send letter of application, resume, and three letters of recommendation immediately to Providence College, Human Resources Department, Providence, Rhode Island 02918. AA/EOE/WMA. Arti Faculty position. Art position—master's or doctorate in Art. The applicant should have a minimum of two years of secondary art seprenace as elementary or secondary art seprenace as elementary or in subshot of teaching art. Preference will be given to the applicant with studio background in painting. Tenure track position for nine-mosal contract whip possibility of unmore school employment. Salary and Maryland, College Park, Contact: Don Chemy. Phone 301-405-1501.

Ari History: Art Historians for new low-residency MFA in Visual Art program. Attend 9-day residency in August and 4-day in February. Correspondence with student during 6-month non-resident term. Ph.D. andfor publications and teaching asperience preferred. Approximate salary \$4,300 per six month salary. Send resume, two copies of two recent articles, and two lotters of recommendation to G. Roy Levin. MFA Visual Art, Vermont College of Norweigh. University. Montpelier, Vermont College of Norweigh. University. Montpelier, Vermont College of Norweigh.

Athletics Immes Medison University is accepting applications for the part-time (10 month) position of Head Cheerleader Coach. Position will include administering all aspects of the program, such as coaching, recruiting, scheduling practices for cheerleaders and dance team, making grant-in-aid recommendations, making travel arrangements, and heading all other rejuted duties. Applicant must be familiar with and must comply with all NCAA. Conference, State, and University regula-

The University of Maryland School of Nursing at Baltimore is seeking two dynamic and energetic leaders for the positions of:

Chair of the Department of **Education/ Administration/ Health Policy** 

Chair of the Department of Maternal/ Child Nursing

publicly supported schools of nursing and is committed to furthering research and scholarship in health care. Located in downtown Baltimore, the School enjoys interdisciplinary relationships with five other professional schools of the University of Maryland, including Schools of Medicine, Dentistry, Social Work, Pharmacy, and Law. Also located on the campus are the Health Sciences Library (one of eight designated regional medical libraries in the country), and the University of Maryland Medical System, which includes a 747 bed tertiary care facility, a regional Neonatal Center, the world renowned Shock Trauma Center, and a 324 bed V.A. hospital under construction. The campus is recognized as a national leader in health sciences research, with \$88,500,000 in grant support in 1991.

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UNIVERSITY OF MARYLAND

QUALIFICATIONS

Qualified applicants must hold an earned Doctorate in nursing or a related field, a Maater's degree in nursing, and be eligible or currently licensed to practice nursing in Maryland. Significant scholarly productivity, including a proven track record in funded research, and demonstrated teaching excellence sufficient to merit an appointment as associate or full professor are required. Prior teaching and administrative experience in both baccalaureate and graduate nursing programs is desirable.

RESPONSIBILMES Department Chairs are expected to provide leadership for faculty recruitment and development, program planning and

The School, one of the largest in the nation, is ranked sixth among administration, and fostering research initiatives and innovations in graduate and undergraduate education. Salary is competitive and commensurate with professional background and experience.

The Department of Education/Administration/Health Policy is composed of specialty programs in nursing administration, education, health policy and nursing informatics.

The Department of Maternal/Child Nursing includes programs in eonatal nursing and pediatrics, including pediatric trauma, as well as the pediatric and OB/GYN primary care nurse practitioner

INSTRUCTIONS FOR CANDIDATES

For best consideration, candidates should apply by May 30, 1992. The University of Maryland is an Equal Opportunity/ Affirmative Action Employer. Minority applicants are encouraged to apply. Candidates should submit a letter of interest, curriculum vitae, and names of three professional references to:

> Ann Mech. JD. RN. Search Committee School of Nursing, University of Maryland 655 W. Lombard Street, Baltimore, MD 21201 Tel: 410-328-7646 Fax: 410-326-4231

Medcenter One College of Nursing

**FACULTY** 

\*

Energetic and committed nursing faculty to teach in our research-based curriculum which is grounded in the nursing model and leads to the BNSc degree and research-based practice. Nursing science and practicum courses focus on constructs pertinent to professional nurs-ing (Therapeutic Human Environments, Human Phenomena, Human Crises, and Lifestyle Health Problems). Earned Doctorate preferred, Master's required. Backgrounds in specialty areas of Psychiatric Men-tal Health Nursing and Medical-Surgical Nursing preferred, all special-ties considered. Prefer experience in higher education leading to a professional degree in nursing. Full- and part-time positions available. Salary negotiable. Attractive benefit package and community environ-ment conductive to family living. Interested applicants please contact:



Chair of the Faculty Search Committee Medcenter One College of Nursing 512 North 7th Street Blamarck, ND 58501 (701) 224-8734

#### medcenter one

\*

Equal Opportunity Employer



PROFESSOR OF OFFICE AUTOMATION 8. COMPUTER INFORMATION SYSTEMS (Signal Peak Campus): Essentials; Bachelor's degree in Business from a regionally accredited institution; plus 2 years' teaching automated business operative systems; knowledge of microcomputers and ability to teach office automation and computer information systems; and certifiability in Office Services/Education or Business Education through the Arizona Community College Board. Salary: Placement on faculty salary schedule dependent on qualifications and experience. APPLICATION DEADLINE, May 14, 1992. Starting Date: August, 1992.

may 14, 1992. Starting Date: August, 1992.

To apply for position, send letter of interest, résumé, list of thrée professional references, copies of official transcripts and copy of AZ Community College Certificate (if available) to: Office of Human Resources, Central Arizona College, 8470 N. Overfield Road, Coolinge, AZ 85228. Candidates a respectible for each group designed for integral and the contract of th

tions. Buchalor's degree required. Experience in cheerleader coaching at college level is preferred. Salary is Sil, 000. No state benefits. To apply, submit a letter of application, résumé, and three references to left. Brad Babcock. Executive Associate Athletic Director, James Madison University, Convocation Center, Harrisonburs, Virginia 22807. Closing date is May 13, 1992. Sereesing will begin May 25, 1992. Proposed starting date is August 1, 1992, MU is an Affirmative Action, Equal Opportunity Employer.

Athleikes: Head Men's Soccer Coach/in-structor of Physical Education. Non-tenure track. Responsibilities for soccer include coaching, recruiting, budget management, scheddling. Teaching responsibilities in-clude organization/administration/eajna-tion of physical education programs plus activities courses. Master's in physical ed-

ucation and coaching experience required. Ten-month appointment, begin August 1, 1992. Send latter of spelleation, résumé, and name and phone numbers of three current references to Dr. Allen M. Cassell, Director of Athletica, Alderson-Droaddus College, Phillippi, West Virginia 26416. AA/ ROE.

HOE.

Athletic Training: James Madison University is accepting applications for the partime (10 month) position of Assistant Athletic Trainer to work in various aports, including football and baskethal. NATA certification and bacheter's degree required. Experience in athletic training at college level is preferred. Satary is \$12,000. No state benefits. To spoly, subtait a letter of application, returned, and three references to Mr. Brad Babroots, Executive Associate Athletic Directors, James Madisan University, Convocation Center, Harrisonburg.

Assistant, Associate, or Full Professor/ Cancer Epidemiologist

UNIVERSITY OF MINNESOTA

The Division of Epidemiology, School of Public Health, University of Minnesota, seeks a full-time tenure or tenure-track Assistant, Associate, or Full Professor for an academic position of teaching and research in its cancer

epidemiology program.

Specific requirements for the position are 1) Ph.D. in epidemiology, or 2) an MD with MPH in epidemiology, or 3) other professional doctorate with an MPH in epidemiology, and 4) an established interest in cancer epidemiology. Biologic or methodologic interests in cancer epidemiology are equally acceptable, as are interests in the etiology and prevention of cancer. Experience or interest in nutrition is a "phis", but not essential. The Full Professor level requires ar least eight years of post-doctoral research and teaching experience, and at least five years of post-doctoral research and teaching experience, and at least three years of post-doctoral reaching and research experience are required for the Assistant Professor level. Primary criteria for appointment will be experience, demonstrated ability in research, a relevant publication record in peer-reviewed journals, and evidence through student evaluations of successful teaching.

pournals, and evidence through student evaluations to successful teaching. Primary research responsibilities of this position will be to act as a faculty research member of the newly-established Cancer Prevention Research Unit (CPRU), working closely in its development with the Principle Investigator, Dr. John Potter, to facilitate the conduct of existing projects and take a lead in the development of new projects. Primary teaching duties will include teaching in two courses: PubH 5387 (Cancer Epidemiology) and PubH 8399 (Cancer Biology), as well as advising MPH, Ph.D., and post-doctoral students in epidemiology. Other duties include assisting in the administration of the post-doctoral cancer epidemiology training program.

The position is available on or about July 1, 1992. Interested applicants should submit a curriculum vitae, publications list, and a list of at least three references by June 1, 1992, to Dr. John Potter, c/o Kathy Ramel, Division of Epidemiology, School of Public Health, University of Mannesota, 1300 South Second Street, Suite #300, Minneapolas, MN 55454-1015. Please reference job number SPH 35.

The University of Minnerota is an Equal Opportunity Educator and Employer

Vinginia 22807. Chasing date is May 15.
1992. Screening will begin May 25, 1992.
Proposed starring date is August 1, 1992.
IMU is an Affirmative Action, Equal Opportunity Employer.

Diological Sciences; Southeastern Louistano University invites applications for a tenure-mack Assistant Professor-level position in Molecular Biology, Positiocornal experience is preferred, Candidate will be expected to registrate an active restarch now.

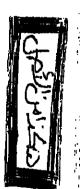
portunity Employer.

Ukological Sciences: Southeastern Louisiano University javitea applications for a tenure-track Assistant Professor-level position in Molecular Biology. Postdoctornal experience is preferred. Candidate will be expected to maintain an active research program. Course offerings will be in sensont zoology, molecular biology anti-graduate course of apecialty. Course offerings will be in general zoology, molecular biology and graduate course of specialty. Applicants about submit by May 6, 1992, a letter of application with a statement of research and teaching goals, a curriculum vitae, official transcripts and addresses of three references to Dr. Gary Childers, Head, Department of Biological Sciences, P. O. Box 814, SLU, Hammond, Louisiana 70402.

Biology: Invar Hills Community College, Biology Invariety. Full-time unlimited fueuity position beginning Pail Ouarter, 1992 (quierter begins mid-September). Position involves teaching Biology courses Jachading Anatomy and Physiology, Minimum qualifications: Magier's degree, with 2 major in Biology or Master's degree, with 2 major in Biology or Master's degree, with 2 major in Biology major. Desire pravious college level teaching experience in Anatomy and Physiology. Interviews will be scheduled by the college after screening of all initial application materials. To posty for this position, send letter of application, returned, graduate transcripts (cupies acceptable), and three current letters of reference by May 22, 1992 to: Kaltryn C. Widmer, Director of Personnel, lover Hills Community College, 8445 College Trail, Inver Grove Holgats, Minnestots 55076. Allimative Action, Equal Opportunity Employer.

Biology: Paculty. Applications are invited for an Assistant/Associate Professor position in the area of developmental biology with a speritedrescarch experience in the area of Celislar and Molecular Biology/Biotechnology/Espace Ph.D. degree with evidence of five 45 years' teaching and retearch experience beyond the doctorate are required. Each courses in several biod-

are required. Teach courses in general tod-ony, developments blology, and carry funded research. Salary and Iringe be nefts are very compositive. Application deadline: June 1, 1992. Submit applications with a curriculum vitae, basic philosophy of teaching, and three letters of recommends too to: Dr. Margaret C. Robinson, Dean, School of Sciences and Technology, P. O. Box. 2019, Savancah Sate College, Savannah, Georgia 31404. An Equil Opportu-nity, Aftirmative Action Employer.



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#### MANAGEMENT DEPARTMENT CHAIR

#### **School of Business**

Applications and inquiries are invited for the position of Chairperson, Department of Management. This challenging position requires dynamic leadership as the School of Business enters the final phase of preparation for AACSB accreditation. Qualifications include:

Ph.D or DBA appropriate to teach in one of the following Management Department disciplines: Business Policy/Strategy, Human Resource Management, Organizational Behavior, Production/Operations Management, or Management Information.

- Substantial full-time faculty experience in an AACSB-accred-
- A demonstrated record of both sustained teaching excellence and ongoing schularly research and publication sufficient to warrant appointment as a senior associate or full professor.
- Experience in an administrative or academic leadership capac-
- Familiarity with the AACSB accreditation process preferred.

The School of Business has 38 faculty positions and enrolls approximately 1,000 students in six major fields of study. Classes are small—usually fewer than 35 students. The Management Department offers degree programs in General Management and Human Resource Management and currently has 11 full-time faculty.

With an enrollment of approximately 6,400 students, lithera College is the largest private residential college in New York State. It is coeducational, non-sectarian, and a nationally recognized selective comprehensive college which emphasizes excellence in leaching. Located in the center of the scenic Finger Lakes region, the campus occupies 675 acres in modern facilities overlooking Cayuga Lake and the City of Ithaca.

Salary is compelitive and commensurate with professional back-ground and experience. Review of applications will begin immediate ly and continue until the position is filled. Candidates should submit a letter of application, curriculum vitae, and the names, addresses, and tolephone numbers of at least three professional references to:

Management Chair Search Committee School of Business Ithaca Cullege Ithaca, NY 14850

Phoca College is an Equal Opportunity, Affirmative Action Employer.
Vicinies and ininorities are encouraged to apply.



#### **CLEMSON UNIVERSITY** College of Nursing

#### Department of Nursing Science

¿. Nins-month, issue-track positions averliable August 1992 or January finimum qualifications are doctorate in nursing (preferred) or related dis-inguity and a specialization in community health, parent-child or adult nursing preferred and credentials and experience appropriate for appointment of Assistant or Associate Professor.

Assistant Department Head and Director, Graduate Nursing Program, Twelve-month, tenuro-track appointment available July 1, 1932. Reports to Head, Department of Nursing Science. Responsibilities include accodence leadership for graduate program and approximately 25 percent teaching. Successful candidate must have qualifications for appointment at Associate Professor rank including docionals, seemed program, record of scholarship productivity, and undergraduate fundamental productivity.

Review of applications will begin tramediately and continue until positions are hited. Send letter of application, curriculum vitas, and names, addresses and telephone numbers of three references to Faculty Search Committee, College of Nursing, Clemson University, Clemson, SC 28634-1703; (803) 656-8383.

CLEMSON UNIVERSITY IS AN APPERMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

Biology/Physiology: The Department of Biology/Physiology: The Department of Biology/Physiology: The Department of Biology of Southern Coanecalcut State University levites applications for a full-time tenure-track faculty position. Applicants must have a doctorate in animal physiology. Indiversity teaching oxperience preferred. The candidate would be expected to teach undergraduate animal physiology courses and graduate courses in human physiology. Candocrinology and rehearch melbods. A letter of introduction describing one's current interests, curriculum vitee, and three letters of recommendation should be sent to Vector A. Nelson. De-living additional applications for a temperature position teaching marketing or reasonable. snould be sent to Version A. Nelson, De-partment of Blolosy, Southern Connecticut State University, 581 Crescent Street, New Haven, Connecticut 6815, Southern Con-necticut State University is an Affirmative Action, Equal Opportunity Employer. Po-sitions dependent upon funding.

Sustances Bluefield State College is seeking two full-time tempt-track instructors (ninemonth positions) to teach at its male campus. The teaching load is 12 to 15 bours. The candidates should be qualified to teach in at least two of the following areas: According, Business Law, Economics, Marketing, or Management. A Master's Degree in Business or a related area and a minimum of two years' full-time teaching experience or the college level are required for an appointment at the assistant professor level. An carned decroarse in Business in an appropriate area is professed. Appointments will be effective August 16, 1992. Closing date for accepting applications will be effective August 16, 1992.

tenure-track position teaching marketina or stranspersent at both undergradutes and graduate levels. Begins August 15. 1992. Doctorate required, completed or assured. College teaching experience desirable. George Pox College is reinted to the evangelical Priends church, and seeks faculty who are committed to the Christian faith and its values. Send letter of application, resund, nonnes of three references, and a bafel statement of your philosophy of Christian higher education. Barly responses are appreciated. Write Lee Nath, Academic Vice President, George Fox College, Newbors, Oreson 971 32; (303) 538-8383.

#### WINTHROP COLLEGE SCHOOL OF EDUCATION

Three lenure-track, entry-level (Assistant Professor) faculty are sought in the following areas:

Educational Psychology

Reading
 Early Childhood Education

Faculty are expected to teach undergraduate and graduate courses, advise students, and engage in scholarly and service activities. A doctorate in the appropriate field and K-12 teaching experience are required. Related education and/or experience in educational research, multicultural education or middle grades is preferred.

Applicants should send a letter of application, current vita, and a list of at least three references to Dr. Jack Coffland, Division of Curriculum and Instruction, School of Education, Winthrop College, Rock Hill, SC 29733. Complete position descriptions are available upon request. To ensure full consideration, applications should be postmarked by May 18, 1992.

Winthrop College is a 100 year old public, coeducational institution with 5,300 undergraduate and graduate students enrolled in the College of Arts and Sciences and three professional schools of Education, Business Administration, and Visual and Performing Arts. Degrees are conferred at the bachelor's, master's and specialist levels. The College will become a University in July, 1992.

The School of Education is NCATE accredited, a member of Goodlad's education renewal network and the Renaissance Group. The School enrolls 1,200 students in twenty programs and employs over lifty full-time faculty. Located in Rock Hill, South Carolina, a community of 45,000 in the geographic center of the Carolinas, Winthrop shares the advantages of being located only twenty miles from Charlotte, North Carolina. The College enjoys and excellent relationship with the progressive Rock Hill community. The area affords residents ample cultural and recreational

Winthrop College is an Equal Opportunity, Affirmative Action Employer.

#### **BUCKS COUNTY COMMUNITY COLLEGE** FACULTY POSITIONS

BCCC is located in Newtown, PA, near Philadelphia. BCCC is a comprehensive institution with a \$30 million budget, serving 12,000 students and offering career and transfer programs. The College is fully accredited, supported by the state and sponsored by the county. Applications are invited for the following faculty positions. Positions are available August, 1992.

Mathematics: Tenure track, must be able to teach full spectrum of courses from introductory survey courses to differential equations. Minimum Requirements: Master's Degree in Math; college teaching experience, preferably in community college. Position D-446.

Nursing: Tenure track, must be able to teach in all areas. NLN accredited. Minimum Requirements: Master's Degree in Nursing, RN, PA Degree Program. Position D-445.

Send letter of application, resume and names of three references to Director of Human Resources, Bucks County Community College, Swamp Road, Newtown, PA 18940. Application deadline: May 15, 1992. EFO/AA EMPLOYER.



#### Assistant Professor/Cardiovascular Epidemiologist UNIVERSITY OF MINNESOTA

The Division of Epidemiology, School of Public Health, University of Minnesota, seeks a full-time tenure-track Assistant Professor for an academic position
of teaching and research in its cardiovascular disease epidemiology studies.
Specific requirements for the position are: 1) an MD, with training in Epidemiology, 2) at least three years' post doctoral research experience, and 3) experience with studies in cardiovascular disease epidemiology. Primary criteria for
appointment will be experience, demonstrated ability in research and research
administration, a relevant publication record in pear-raviewed journals, and
evidence of successful teaching.
Primary research responsibilities of this position will be to serve as project
director on major NIH-funded projects involving cardiovascular disease suradministration of these projects. Primary leaching duties will include directing
out of Cardiovascular Diseases), as well as advising MPH, Ph.D. and postoctoral students in epidemiology.

The position is available on or about August 1, 1992 interested on the

The position is available on or about August 1, 1992. Interested applicants should submit a curriculum vitas, publications list, and a list of at least three ston of Epidemiology. School of Public Haalth I but Althy Ramel, Divison of Epidemiology, School of Public Health, University of Minnesota, 1300 South Second St., #300, Minnespolis, MN 55454-1015. Pieses reference Job number SPH 38,

The University of Minnesola is an equal oppor

Career Services Career Counselor. Serve as coordinator of codeage internable program, counsel art students on careers, conduct workshops. M.S. in career counseling or related field required, freshed experience preferred. Send resums to Director of Career Development, Maryland Institute College of Art., 1300 Ms. Royal Avenue.

#### THE OKLAHOMA SCHOOL OF SCIENCE AND MATHEMATICS

POSITIONS AVAILABLE

**Chemistry Instructor Computer Science Instructor Mathematics Instructor** Physics Instructor

The Oldahoma School of Science and Mathematics (OSSI) band year residential school for juniors and seniors from throughout to home who are exceptionally talented in science and mathematic OSSM seeks applicants for new faculty positions due to address increase in student enrollment.

Chemistry Instructor: Preference given to applicants with strag background in physical chemistry or in organic chemistry. Computer Science Instructor: Preference given to applicate the an engineering background with experience in digital design computer architecture, or practical experience in computer background with experience in computer background in numerical methods. His properties of the proper

Physics Instructor: Preference given to applicants with expelence undergraduate physics tenching, particularly laboratory instruction subjects such as General Physics, Mechanics, E&M, Oplics, and he mail Physics.

General Characteristics and Qualification

1. A distinguished record of professional success.
2. An understanding of and experience with the unique nature of residential learning environment for adolescents.
3. Excellent interpersonal skills as exemplified in working with face, staff, parents, and students.
4. An understanding of, and experience with, mathematics and stance education for exceptionally gifted students.
5. Strong acudenic credentials with a minimum of a masters degree.
Ph.D. is preferred.

Competitive and commensurate with credenials. Application Procedure

Send letter of interest, resume, and the names, addresses, addresses to:

Edna McDuffle Manning, Ed.D. Oktahoma School of Science and Mathematics (14) Forth Lincoln Boulevard Oktahoma City, Oktahoma 73104 405/521-6436

An Equal Opportunity Employer

#### UNIVERSITY OF MISSOURI-COLUMBIA COLLEGE OF EDUCATION

Department of Practical Arts and Vocational-Technical Education

Assistant Professor - Marketing Education

The MQF Callege of I ducation invites applications and nominations for a tearend assistant projector with qualific allows including an earned doctorate with gadages phases in marketing education and/or socialional education; background and epision profession in teaching nearbeting education at securdary, postsecondary, and/or size evel.

Dutles Teaching and advising unforgratione and graduate students in marking ele-tion and wastional education; actively involved in research, admining policies, providing Consultative services and inservice education to high school and common college personnel; supervising student teachers and students entolled in occupied internships, assisting with all phases of the preservice and inservice marketing teach education program.

Applications: Applicants should submit a letter of application; a résurté of application (educational and professional); transcripts; names, addresses and phone numero after references; and/or have placement papers forwarded from collège or universe, whet their graduate education was completed. Send to:

Dr. Sheila Ruhland, Chair, Search Committee

Dr. Sheila Ruhland, Chair, Search Committee

Department of Practical Arts and Vocational-Technical Education

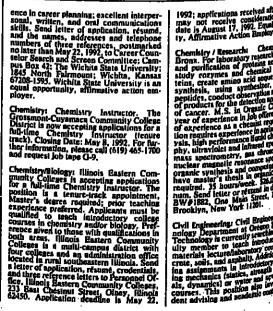
University of Missouri-Columbia

202 London Hall & Columbia, MO 65211

(314) 882-9619

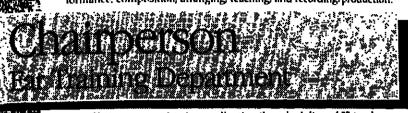
Closing Date: Review of applications will begin May 22, 1992, and contine of position is filled.

The University of Missouri-Columbia is an Equal Opportunity, Affirmative Action Employer Women and minorities are encouraged to apply.



The Ear Training Department within the Performance Division is now accepting applications for the position of Chairperson. This is a 12-month position.

Berklee College of Music is one of the world's leading educational insti-tutions in the field of contemporary music. The Ear Training Department provides classroom instruction for over 1500 students per semester in courses that encompass four required semesters and one-to-one two-semester electives. The function of these programs is to provide all students with the means to gain the basic elements of music literacy which are essential for all musical endeavors offered at Berklee, including performance, composition, arranging, teaching, and recording/production.



The Chairperson assists in coordinating the scheduling of 35 teachers. annually evaluates all teachers, directs placement testing for entering students, counsels students, oversees departmental faculty facilities, initiates programs for faculty development, oversees the department budget, chairs all department meetings, and assists in the production of Ear Training Department concerts and clinics by visiting professionals. additionally, the Chairperson teaches departmental offerings and develops long-range goals for the department. S/he oversees research in course development and ear training-related technology, and further makes decisions and assists in the incorporation of new programs or technology-enhanced pedagogy. In managing the department, the Chairperson must interact with other educational departments of the college, Office of Admissions, Registrar's Office, and the Deans of Faculty and Curriculum.

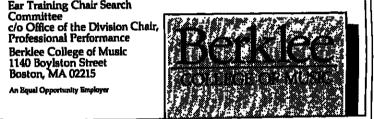
Requirements for the position include a master's degree or equivalent professional experience with an extensive background as a college edu-cator. Experience in college administration, with particular emphasis on faculty management, is required. Applicants must have a thorough understanding of ear training methods and be active and respected musicians. Salary commensurate with qualifications and experience.

Berklee College of Music is a private four-year institution with an educational mission of practical career preparation in the various styles of today's professional music world. The 300 or more internationally respected faculty work with 2600 students from 75 countries and

Please send resume, two letters of recommendation, and a cassette tape of recent performances with your letter of application by the deadline date of June 15, 1992. Women and minorities are encouraged to apply. Incomplete applications will not be considered.

Send all required materials to: Ear Training Chair Search

Berklee College of Music 1140 Boylston Street Boston, MA 02215



#### The Clement Much! Chair in Communication Arts

An Equal Opportunity Employer

Yals Divinity School is filling a junior position in communication aris to train students in public speaking and preaching, to explore media and the aris as opportunities to communicate the gospel, and to assess theologically the troader dimensions of contemporary communication. The appointee will work closely with faculty in preaching, religion and the arts, liturgy, and chapel ministru.

Candidates are expected to have theological training, demonstrated academic accomplishment, and an advanced degree in the area of speech and communication.

Yala is an Affirmative Action, Equal Opportunity Employer. Deadline for applications is September 1, 1992. Appointment is effective July Inquiries should be sent to: Thomas Ogletree

Dean Yale Divinity School 409 Prospect Street New Haven, CT 06511

aponabilities, M.S. destee in Civil Engineering or related field and five years' related practical work experience required. Professional registration and appropriate college teaching experience destrable. This is a full-line, fixed-term (eligible for tenure fact), nine-month (academic year) position effective September, 1992. Rank and stary are commensurate with qualifications and resume including the pames, addresses and experience. Submit a letter of application and resume including the pames, addresses and phone numbers to: Ms. Shel-

Concumbration: Sabbatical replacement, bil-lines, temporary position beginning fail seameter. 1992 (bull-year contract from Assas follocember 20, 1992). Teaching teoposabilities include basic oral communications and possibly one upper-division come. Master's Descen required, teaching steaments and states or Specer in Communication Studies or Specer in Communication Studies or Specer in Complete applications should be another of interest, curricular vitae, and samoulardorsessizate-phone numbers of three references to: Dr. langs, sky. Chalperon, Communication Specer in the communication states in the communicatio

ter, vita, teaching evaluations, and reletiers of recommendation to. Margaret Thompson, Faculty Search Committee. Department of Mass Communications, University of Denver, Denver, Colorado 80208. The University of Denver is an Equal Opportunity Employer and encourages applications from women, ethnic minorities, veterans, and the disabled. To ensure full consideration, applications should be submitted by May 20, 1992.

Computer Science: Systems Analyst/Applications Coordinator. Full-time, twelve-mouth professional position requiring minigum of Bachelor of Science in Computer Science or Management Information Systems plus three years of relevant professional experience, Master's degree in Conputer Science or Management Information Systems plus one year of relevant professional experience preferred. Requires experience implemential large-scale computer applications using a relational database management system in a multi-user environment plus sitons technical, interperso-al, and organizational skills. Prefer direct experience. In higher education. Salary \$28,908-516,908 dependent upon qualifica-

Visiting Faculty Position Available for September 1992.

The Organizational Behavior and Theory group at Carnegie-Mellon's Graduate School of Industrial Administration is seeking corneone for a one-year visiting appointment. The job requires teaching experience in Organization Behavior and Organization Theory. The eatery is competitive. The teaching load is the normal faculty load here at Carnegie-Mellon University. Opportunities for research in the Graduate School and the University are available. Carnegie-Mellon is an equal apportunity/affirmative action employer with particular interest in identifying women and minority applicants for faculty

Please forward your vite, 3 papers, and letters of reference

Mark Fighmen Graduate School of Industrial Carnegia-Mellon University Pittsburgh PA 16213-8890 Phone:412-269-2699 Fex:412-269-6987 e-mail: mf4f@andrew.cmu.edu

tions plus excellent benefit package. Apply by May 15, 1992 to Personnel Officer, Cen-tral Wyoming College, 2660 Peck Avanue, Riverton, Wyoming 21501; (307) 356-593; articles ones until Bldd. CWC is an EEO/

# YA

#### YOUNGSTOWN STATE UNIVERSITY

Youngstown State University invites nominations and applications for nine-month faculty positions in the Schools/Colleges listed below. Filling of these positions is contingent upon availability of funds. YSU is a state-assisted urban institution located in northlesstern Ohio anidst immerous cultural and recramonal resources of a large metropolitan area. It has an enrollment of approximately 15,008, and wide variety of acade one programs his 480 full-time faculty, including department chairs, services seven colleges and schools.

#### **COLLEGE OF ARTS AND SCIENCES**

Unless noted otherwise, the following positions are available Fall Quarter 1972 (September 15):

Health and Physical Education. Instructor or Assistant Professor. Master's in Exercise Science or related field, college teaching experience and ACSM Health/Princess Instructor certification. Preference to candidates with Ph.D and proven expertise in one or more of the following. Athletic Training, Techniques of Concluing. Track and Deld. Golf, Archery and/or Fencing. Apply by May 18, 1992 to: Dr. Barlura L. Wright, Chair.

Philosophy and Religious Studies. Assistant Professor. Areas of competence (as many as possible) include Religion and Ethics, New Testament, World Religions, History of Christian Thought, and Religion and Society Doctorate in religion or theology, area of specialization open, but within listed areas of competence, strong teaching record and publication potential prefetted.

Apply by June 1, 1992 to Dr. Thomas A. Shipka, Chair.

Political Science, Instructor or Assistant Professor. Duries include teaching natioductory American Government and apper-level indergraduate courses in Constitutional Law, the American Executive, and Engislature and advising Pre-Law students. Ph.D. or nearing degree completion Apply by June 1, 1992 to: Dr. William C. Binning, Chair.

Poundations of Education. Assistant Professor. Duries include teaching undergraduate, and graduate courses in general hundations of Education areas with major responsibility teaching graduate level course in History of Education and undergraduate courses in School and Society and Institute to Education. Social Foundations and/or policy studies background with higher education experience desired, record of scholarly publications; three years' satisfactory elementary or secondary teaching experience or comparable experience in approved setting. Apply by May 18, 1992 to Dr. Perer A. Baldino, Chair.

Secondary Education. Assistant Professor. Duries include teaching undergraphate methods courses and supervising field and climed experiences, teaching graduate courses in curriculum theory and development, supervision, instruction or curriculum. Doctorate with specialty in field related to teacher education; three years teaching experience or equivalency; interest and knowledge of critical reflectivity preferred, evidence of potential for scholarship in area related to teacher education, curriculum, instruction or critical reflectivity. Apply by May 18, 1992 to: Dr. Donna J. McNierrey.

Special Education. Assistant Professor. Duties include teaching classroom management and methods in a field practitum in teacher cerufication programs for mildly disabled children, and other upper level and graduate courses in areas of expertise, and supervising student teachers. Doctorate in Special Education; three years' teaching experience with learning disabled and/or mentally retarded children; strong commitment to field-based/clinical teacher education; demonstrated interest in research; collaborative and/or regular education experience desirable: expertise in ECSE, G/T and technology desirable.

Apply by May 18, 1992 to: Dr. Jack D. Dunsing, Chair.

#### COLLEGE OF FINE AND PERFORMING ARTS

Music, Three positions. Instructor or Assistant Professor. All positions require Master's degree, doctorate preferred. For one position, duties include teaching studio voice and direct productions of the University Opera. Requires documented evidence of successful teaching at college level and ourstanding vocal performance, plus significant experience in all aspects of opera performance and production. For second position, duties include teaching graduate theory and electronic music. Requires on unit-talented, imaginative individual with strengths in some of the following areas: elimonius/cology, jazz studies include teaching studio bassoon and performing with Dana Woodwind Quinter. Requires documented evidence of successful studio teaching at college level, outstanding performance qualities, and demonstrated ability to recruit and retain students; preference to candidates with strong backgrounds in music education and public school teaching experience.

Apply by May 18, 1992 to: Joseph Edwards, Director, Dana School of Music.

Suggeth Communication and Theatre. Instructor or Assistant Professor. Danies include teaching vertices of

Speech Communication and Theatre. Instructor or Assistant Professor. Duries include teaching variety of Telecommunications courses: basic scriptwriting, performance and production, advanced courses in theory/research, new communication technologies and public/private policy and supervising instructional facilities (audio/visual studios), EFP suites, PC-networked data systems. Ph.D. in mass communication preferred (may consider Master's); minimum of three years' college reaching and/or professional media experience; should have record of or show promise of scholarly presentation and publication. show promise of scholarly presentation and publication.

Apply by May 18, 1992 to: Dr. Alfred W. Owens, Chair.

#### COLLEGE OF APPLIED SCIENCE AND TECHNOLOGY

Business Education and Technology. Instructor or Assistant Professor. Duties include reaching variety of business courses. Requires Bachelor's and Master's degrees in business, at least one degree in office education, or experience and education in court reporting. Doctorate preferred. Apply by May 18, 1992 to: Dr. Violet F. Boggess, Chair.

Criminal Juntice. Available January 1, 1993. Assistant Professor. Duties include reaching graduate and mider-graduate courses. Ph. D. in Corrections or related discipline; ability to do independent research, supervise graduate thesis and work with local correctional agencies to supervise internship program. Apply by May 18, 1992 to: Dr. A. Bari Lateef, Chair.

Sociology, Anthropology and Social Work. Assistant Professor. Duties include teaching, research and writing, Ph.D. in sociology; ABDs expecting Ph.D. in very near future will be considered; preferred areas of concentration; complex organization, gerontology, minority groups, political and urban sociology, with an interest in applied sociology.

Apply by June 1, 1992 to: Beverly Gardand, Chair.

#### **COLLEGE OF EDUCATION**

Counseling. Assistant Professor. Duties include teaching Master's level courses in CACREP-accredited school counseling and community counseling programs, advisement and supervision of counseling practice and internables and participation in ongoing departmental planning and development. Doctorate in Counseling and Irensed or license-cligable as Ohio Professional Clinical Counselor or Psychologist; successful experience in Clinical Counseling; graduate level teaching and demonstrated scholarship; strengths in research and evaluation and/or multi-cultural counseling preferred. Apply by May 18, 1992 to: Chair, Search Committee.

Bducational Administration. Associate or Assistant Professor. Earned doctorate in Educational Administration or related field, successful experience in one or more senior central office administrative positions (superintendent, assistant superintendent, etc.); university teaching experience, publication, and experience on dissertation commit-

Apply by May 10, 1972 to: 197. Robert J. Deebe, Clist.

Elementary Education and Reading. Two positions (one temporary). Assistant Professor. Duties include teaching campus and field-based undergraduate and graduate courses in elementary/middle childhood education, advising graduate students and developing curricula. Doctorate preferred; three years' elementary/middle school teaching experience required; atrong potential in research and scholarship; commitment to preservice tracher education; university/college teaching experience desirable. For one position, emphasis in Social Studies Education; applicants with background in Middle Childhood Education especially encouraged to apply. For the other position, emphasis in curriculum and instruction; applicants with background in Science especially encouraged to apply. Apply by May 18, 1992 to: Dr. Janet L. Beary, Chair.

Salaries are competitive. Applicants should send (1) a letter of interest, (2) a current résumé, (3) an official transcript, and (4) the names, addresses and telephone numbers of three references to: Youngstown State University 410 Wick Avenue Youngstown, OH 44555

YSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.



#### South Carolina State University 300 College Street, N.E. Orangeburg, SC 29117

M. V., a public sensor four-year university with a student population of 5,000, located in Orange burg, a thriwing city to the nud-section of South Carolina, sieks applications for the following positions. These positions are available for August. 1992 pending foal funding authorization. For each position, the application package must uchide a letter of applications, vita, there letters of recommendation, and graduate and undergraduate transcripts. Application deadline is May 31, 1992 or until filled. Salarie will be commendation, and several sections of the commendation of the property of the prope track and will be filled at the rank of Assistant Profess

1. Counselor Education: Ph. D. (from an NUALE or CAUREP approved program) in Counselor Education: Ph. D. (from an NUALE or CAUREP approved program) in Counselor Film aron, innumum of two (2) years each of uccessful college reaching and practical experience in a school or agency setting, and holds or is cligible for South Carolina State artification as a televol counselor. Licensure (a Professional Counselor) or national certification (e.g., NUC) described. Duries include teaching such courses as Elementary Guidance, Psychological Appraisal of the Individual, Carolp Testing, etc. Apply to 19. Don's S. Cartey, Uniarperson, Department of Counselor Education and Psychological Individual.

2. Physical Education (or Health Education): (h 1), preferred: Three or more years A Physical Experience of the public schools. Demonstrated commitment to continued professional growth to include grant writing, research and publishing. Demonstrated ability to continuously experience of fectively with students and colleagues. Duties include serving as the Teacher Education Superiories and Gach physical activity service and major course. Apply to 19t. Keineth Moyely, Chairman, Department of Health and Physical Educa-

3. Speech-1 anguage Pathology: Ph D. and Certificate of Clinical Competence in Speech-1 anguage Pathology. Dottes include teaching courses in child language and arriculariom/photodogy and supervising graduate students in clinical practicum. Apply to Dr Harold Powell, Charman, Department of Speech Pathology and Audiology.

4. Industrial Education: Master's degree in Industrial Education or related field rea. Industrial contention reviser vingree in maintain rancaron or revised ned re-quired. Distorate preferred. Behied industrial employment and successful secondary or post-secondary expertence desirable. A working knowledge of computers/merocom-puters advantageous, must be A.P. L. centried or certifiable. Danes include teaching undergraduate cortex via Power Mechanics. Hectivity, and History and Philosophy of Industrial Education. Apply to Dr. R. R. Sandrapaty, Chauman, Department of Indus-

5. English/Journalism: Pli.D. degree in English, and at least three to five years of college teaching experience are preferred. Ability to assist in the development and teaching of courses in pinet journalism is also an amportant enterior. Duries include expertise in the teaching of English, American, and World Enerature. Ability to handle courses in treshman composition is necessary. Apply to: Dr. Don L. Powell, Chairman, Department of English

Methorisettes or Computer Science. Master's degree in Mathematics or Computer Science is Secured and some reaching experience; a Ph D. to Mathematics or Computer Science is preferred. Dunes include teaching all levels of undergraduate mathematics or computer science courses, or courses in both areas, and advising undergraduate modern. Applicants should be strongly committed to teaching and faculty development. Apply to Dr. James Keller, Chairman, Department of Mathematics and Computer Science.

7. Mathermatics. Master's degree in Mathematics and consequent Science; a Ph D. degree in Mathematics or Mathematics Education is preferred. Duties include teaching all levels of undergraduate mathematics courses and advising undergraduate mathematics courses and advising undergraduate students. Applicants should be strongly continuited to teaching and faculty development. Applicants should be strongly continuited to teaching and faculty development. Applicants Science.

B. Social Work. DSW or Ph D in Social Work and two years of practice/aspervisory experience required. Feaching areas include at least two of the following foundation practice, clinical practice, administration and planning, social policy, human behavior, research and methods courses. Apply to Dr. Thomas Wilson, Chairman, Degarment of

S.C. State University is an AA/EOE/FMHV

#### SANTA MONICA COLLEGE

Sanza Monica College is accepting applications for the following academic

IDONS TO 1211, 1772;	_
ENURE TRACK FACULTY POSITIONS	CLOSING DA
ccounting	6/04/92
natomy/Physiology	6/18/92
utomotive Technology	5/21/92
usiness	5/22/92
hild Development	5/29/92
hinese	6/22/92
omputer Information Systems	6/08/92
conomics	
nglish as a Second Language	6/5/92
raphic Design/Computer Graphics	5/21/92
istory (African-American)	6/2/92
Story ( when Chimnel	6/3/92
istory (Latino-Chicano)	6/19/92
panese	6/9/92
athematics	5/22/92
rance for annual families estades to \$20,000 s	43 400

To obtain qualifications information and the district application, contact:

Office of Academic Personnel
Santa Monica College
1900 Pico Blvd.
Santa Monica, CA 90405
(310) 452-9336 (24-ir. employment information)

An Equal Opportunity, Affirmative Action, Title IX, Employer of the Disabled, Santa Monica College is committed to an educational environment which affirms and supports a diverse (acuity and staff.

Computer Science: Assistent/Associate Professor of Computer Science. The University of Rio Granule is seeking to fill a full-time, tenure track position to boain in August 1992 at the Assistant/Associate Professor level in the College of Mathematics, Natural Sciences, and Computer Science. A doctorate is required, preferably in Computer Science. A doctorate is required preferably in Computer Science. Alternatively, a doctorate in Methenatics or Physical Science with a Mester's in computer science or equivalent experience, including networks, will be considered. Responsibilities will include teaching courses in computer science, computer information systems, and possibly in mathematics or other field. The application review process will begin May 9, 1992, and will continue until the possion is filled. The University of Rio Gonade is a private four-year University with a store-supported computerly college in a single institution serving rural southeastern Ohio. In addition to microcomputer laboratories, the Codlege operates a setwork of workstations connected to a Stan Miscrosystems SpareServer. Interested persons should send a letter of application, a resumd, copies of transcriptie, and the nones, andresses, and relephone numbers of three references to: Ms. Phyllis Mason, Personnel Officer, The University of Rio Grande, P. O. Boy 967, Rio Grande, Ohio \$674. The University of Rio Grande is an Equal Opportunity, Affirmative Action Employer.

as a caderale advisor to students and have some responsibilities rebating to maintenance of microcomputers. Appointment will be effective August 16, 1992. Salary commensurate with qualifications, Cosing date for accepting applications will be May 8, 1992. Bluefield State College is a four-year college with 2,900 shudents offering two-and four-year degrees. Send a detailed vitae, 2 letters of recommendation and official copies of all college transcripts to the Personnel Office. Bluefield State College, 219 Rock Street, Bluefield, West Viginia 24701. Women and minorities are encouraged to apply. Bluefield State College is an AA/KOB employer.

Computer Sciences 1) Computer Servicos-Juno 1, 1992, 2) Instruction-Sentember 1, 1992, 1) Computer Services Director. Re-sponsibilities include directing administra-tive and sendemic computing, including three mind systems, all microcomputers, networks and telecommunications through a five member staff. Bachelor's degree re-quired. Desired qualifications include man-nagement experience. Unix administration



#### THREE FACULTY POSITIONS

(contingent upon funding)

Lake City Community College is a comprehensive, public community college offering transfer and vocational programs with an FTE of 2050. The College is located in rural northeast Florida on the interestate between Gainesville and Jacksonville. The campus is nestled in one hundred acres of southern pine with 25 modern campus buildings. Lake City Community College seeks committed and innovative in-structors for positions in the following scademic disciplines to begin

BIOLOGICAL SCIENCE, LIBERAL ARTS (ENGLISH/ECONOMICS/ SOCIAL SCIENCE), COMPUTER SCIENCE, ATHLETICS. ADDITIONAL RESPONSIBILITIES: One of the candidates will coach

QUALIFICATIONS: Meater's degree with at least 18 graduate hours in the appropriate academic area. One of the successful candidates must possess coaching experience at the collegiste level and the ability to develop and administer a women's besketball program. This individual will receive a supplemental contract for the coaching re-

SALARY: Negotiable, based credentials and experience CLOSING DATE: Review of applications will begin May 25, 1992 and continue until the positions are filled.

APPLICATION PROCEDURE: Sand letter of application, résumé, unof-licial transcripta, and the names of three references to:

Human Resources Office Lake City Community College Route 3, Box 7 Lake City, FL 32055 Lake City Community College Is an Equal Opportunity, Affirmative Action Employer and encourages women and minorities to apply.

College of the Atlantic Bar Harbor, Maine 04609

Search Continued

College of the Atlantic is seeking a teaching faculty member in the biological sciences who will have as a corollary duty, the Directorship of a small natural history museum.

natural history museum.

College of the Atlantic is a small, selective private college founded in 1969, which offers a unique BA in Human Ecology. The College is located on Mount Desert Island, adjacent to Acadia Nailonal Park. The curriculum addresses environmental and social issues with interdisciplinary programs in environmental science, art and design, and human studies. A Ph.D. is required. Possible preferred teaching specialties include: ecology, natural history, geology/biogeography, international environmental affairs, or field research methods, as is administrative experience in natural history museums.

This is a ten or twelve month appointment to be filled by September 1, 1992. Send letter of application and résumé by May 15th to:

An AA/EEO Employer 

**Faculty Position Vacancies** 

West Shore Community College Scottsville, Michigan

Vacancy No. 1: Responsibilities in to or more the following areas: Art History, Humanitles, Drawing, Painting, Design, Ceramics, Sculpture.

Vacancy No. 2: Responsibilities in two or more of the following areas: Basic English, English Composition, Speech, Literature, Hu-

Both are full-time, tenure track positions that begin in Fall 1992. Master's degree in related fields required. Community college experience preferred.

West Shore Community College has an enrollment of 1,300 full-and part-time students and is located in Lake Michigan shoreline recreation area.

Applications deadline is May 22, 1992. Send résumé, letter iden-Applications deadline is May 22, 1992. Send résumé, letter identifying teaching interests, and names and telephone numbers of at least three current references to Personnel Office, West Shore Community College, 3000 North Stiles Road, Scottville, Michigan 49454-0277. WSCC is an affirmative action, equal opportunity employer, educational institution.

systems analysis, personnel supervision, budget preparation, training experience, priority setting, and ability to communicate with users, 21 Assistant/Associate Professor of Computer Information Systems, with strengths in data structures, Cobol, C and Fortran programming, Systems Analysis and Modelling and Simulation. M.A. required, Doctorate preferred, indiana Wesseyan University is an evangelical Christian liberal arts university. Application of the willing to sign, in evangelical Wesleyan statement of faith. Sept resume and sup-

**DEPARTMENT HEAD** COLLEGE OF EDUCATION

Mississippi State University

POSITION TITLE

POSITION TITLE.
Presently MSU is considering structural changes within each discolleges us the University weeks to pursue appropriate opportunity of the ugreed upon restructuring decisions for the CDE its merge the departments of Educational Psychology and Connelo Education. Consequently, we are weeking applicants for this new adult is trative unit which will come into being on July 1, 1992. DESCRIPTION

DISSCREPTION
MississIppi State University is a comprehensive land grant institutor classified as a Research 1 University with 13,500 students. The OE4 NCATE accredited with 1,600 undergraduate and 500 graduate at dones. The Department has CORE and CACREP accreditation at will be seeking APA accreditation in school psychology.

The 12-month tenure-track appointment will head a newly negot department with 17 full time and 16 joint appointment faculty. Deper programs from the BS (in Educational Psychology) through the Edy Ph.D. levels (with emphasis at the graduate levels) are offered to the areas of community counseling, school counseling, rehabilistic counseling, student development in higher education, education psychology and school psychology. Teaching assignment will be a appropriate area(s).

- DESIRED QUALIFICATIONS
- Eurned doctorate with strengths in Counselor Education, Educational Psychology and/or School Psychology
   Demonstrated competence and experience in administration and human relations
- Teaching experience in graduate professional preparation po-

grams

Understanding of and commitment to excellence and imposition the preparation of teachers and other school professionals

Demonstrated ability in developing external relationships indising the obtainment and management of sponsored research po

SALARY AND RANK Based on experience and qualifications

PROCEDURE Two he considered, submit the following: I) complete vita; 2) copied graduate transcripts (unofficial acceptable); and 3) three letters of sections sent directly to the Search Committee.

Muil or fax credentials to: Richard Vasek, Chair, Search Committee Post Office Box 5365 Mississippi State, MS 39762 TEL: (601) 325-3717; FAX: (601) 325-878

Interviews will begin in June, 1902, and will continue until a qualified applicant is identified.

Mississippi State is an AMEO Employer

\$**0000000000000000** 

# GOLDEN GATE UNIVERSITY

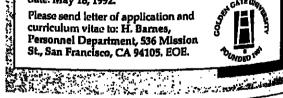
Since 1901, Golden Gate University has been providing students with academic excellence, and faculty with a professional environment in which they too can excel. As a private, non-profit institution, we offer degree programs through the doctoral level and currently serve

Department of Humanities

Department Chairperson, Assistant\Associate Professor. Full-time tenure-track position. Primary leaching responsibility will be in the Humanitles portion of the General Education Program. Additional responsibilities as Department Chair include development and academic oversight of curriculum, promotion of the under graduate Business and Humanities major, advising strdents, and the scheduling and staffing of courses on both the San Francisco and branch campuses.

Requirements: (1) PhD in a Humanities discipline or interdisciplinary field within the Humanities, preference for philosophy and/or history, and a broad education evidenced by bachelor's and/or masters' degrees in fields other than the field of the PhD. (2) A strong record of university-level leaching. (3) Research and publication experience in the Humanities. (4) Adminis trative experience appropriate to assuming the respon-sibilities of a Department Chair. Application closing date: May 18, 1992.

Please send letter of application and curriculum vitae to: H. Barnes, Personnel Department, 536 Mission St., San Francisco, CA 94105. EOE.



Computer Science/Mathematics: Assistant Professor, Pull-time, 9-month, tenure-track position. Teach lower and opper division classes in Computer Science and Math. Informatical Confessor of the Science and Mathematical Confessor of the Mathematics, Starting capacitation considered in Mathematics, Starting teaching: experience required. Starting Date: September 8, 1992. Salary: Nepotia-

eas of Computer Organization, Computer Graphics, and Hardware Engineering (Distillat Electronics). Experience with Unix, Doa and C Frogramming is desired. Data communications and networks is a plus. Jamestown College is a four-year liberal aris institution stillated with the Presbyterian Church and seeks a person with commitment to non-sectarian Christian higher education. Search will continue unit position is filled. Send application, résume and three references in 7r. Richard H. Smith, Academic Dean, 6092 Jamestown College, Jamestown, North Dakota 58401.

**ALPENA COMMUNITY COLLEGE** 

Alpena, Michigan

BULLETIN BOARD: Positions available

**Faculty Positions** 

Engineering/Mathematics—Master's degree in Engineering or Master's degree in Mathematics with a Bachetor's degree in Engineering, or Master's degree in Physics with a Bachetor's degree in Engineering required. Teaching degree at community college or four-year college preterred. Ability to each introduction to Engineering, Engineering Drawing with CAD, Descriptive Geometry with CAD, FORTRAN, mathematics from College Algebra to Differential Equations required. Willingness to teach Elementary and Intermediate Algebra required. Ability to teach Pascal preferred. Computer word processing and spreadsheet aptitude preferred.

Physical Science/Chemistry Instructor—Master's degree in Chemistry with a very strong Physics background, or Master's degree in Physics with a very strong Physics background is required. A strong computing background is required. Teaching experience at community college or four-year college preferred. Ability to teach introduction to Physical Science and General Chemistry required. Willingness to teach remedial Chemistry and Applied Mathematics required. Ability to teach introduction to Computing preferred. Computer, word processing and spreadsheet aphitude required.

Microbiology/Anatomy and Physiology Instructor—Master's degree in Biol-

Computer, word processing and spreadsheet apritude required.

Microbiology/Anatomy and Physiology Instructor—Master's degree in Biology required. Bachelor's degree in Biology or Chemistry (with a strong background) required. Courses in organic chemistry and biochemistry required. Feathing experience at community college or four-year college preferred. Ability to teach Human Anatomy, Human Physiology, Microbiology required. Willingness to teach Zoology and General Biology required. Computer word processing and spreadsheet aptitude preferred.

puter word processing and spreadsheet aprillade presented.

Anicipated date of appointment is August 17, 1992. Expected starting salary tange is \$26,804-\$38,747. Base work period is 171-1/2 days per year consisting of two. 16-week academic semesters (Summer term optional). Alpena Community College ofters a full fringe benefits package. These full-time taculty positions are within the faculty collective bargaining unit. Review of applications will begin May 4, 1992, and continue until selections

are male for the positions.

Send a letter of application addressing position description and qualifications, a current vitae, unofficial transcripts, and current letters of reference
directly from at least three persons who can speak to the candidate's professional accomplishments in light of the specific position being sought. Ad-

Ms. Sandra Libka Director of Personnel Alpena Community College 666 Johnson Street Alpena, MI 49707

Alpena Community College is a liberal arts and vocational/technical college located in Northeast Michigan near the shores of Lake Huron. Established in 1952, the college is within the city limits of Alpena, which has a population of 13,000. Some 2,300 students are enrolled in associate degree and certificate programs. Alpena Community College has a strong institutional commitment to the principle of diversity. In that spirit. ANEOE is a given along with the concepts of job sharing and teaming.

...e Tradition of Valuet! ...the Challenge of Excellence! ...the Vision of Antural

John our successful team as we expand our offerings to include bachelor's degrees in nursing, public administration and professional studies. If you have a doctorate, an appropriate license, and experience in teaching at the collegate level, you may possess the qualifications we require. Those with master's degrees and considerable experience or bachelor's degrees in OT will be considered. The following positions are available:

Deaf Interpreter Training Instructor
HistoryInternational Instructor
Medical Laboratory Technology Instructor
Natural Science Instructor
Nursing (ADN) Instructor - Med Surg
Nursing (ADN) Instructor - Med Surg
Nursing (ADN) Department Chair
Nursing (RN TO BSN) Instructor - Community Health
Nursing (RN to BSN) Instructor - All Areas
Nursing (RN to BSN) Department Chairperson
Occupational Therapy Assisting Instructor
Public Administration Department Chair
Psychology Instructor - Applied Areas
Theology & Philosophy Instructor - Catholic Systematic
Application review will begin on May 15, 1992

For More Information, write to: Vice President for Academic Affairs C/O Mrs. Kathy Musselman MO U NT COLLEGE

Sponsored by the Sisters of Mercy

Camputer Services: Coordinator, Academ-camputer Services: Coordinator, Academ-stripus for the Training and Use of technology in Education (ASTUTE) Cen-ter, Stary, Suppose Systematic Very, Stary, Suppose Systematic Very, Stary, Suppose Systematic Very, Suppose Systematic The University of Kansas. Re-quireness: 1) Undergraduate degree from an accredited institution; 2) Five years' ex-perience in instructional media and micro-computer systems. As devanced degree spot on the Systematic Very Systems (Systems), Systematic Very Systems, Systems, Systems, Systems, Systems, Systems,

thdent workers. Qualifications: Bachelor's Darner required: liberal arts backstoned preferred. Additional graduate standing of retworking concepts: 5) Three years experience in staff management and supervision. 6) Good written and oral companies, strong that skills required. Executive with microcomputer cellent writing skills. Ability to communication skills. Sand cover letter and resume to Ruth Hurst, Personnel Administrations with faculty, staff, and students, some and faculty requirements by May 15. Conter, flaverfoot College, Haverford, Construction Engineering Technology: An licipated Position Opening, Foundation standing of networking concepts: 5) Three years experience in staff management and supervision; 6) Good written and oral communication skills. Send cover letter and resume to Ruth Hurst, Personnel Administrator, Computer Center, University of Kansas, Lawrence, Kansas 6605. Full lob description awalable. The University of Kansas is an equal opportunity, affirmative action employer.

Construction Engineering Technology: Anticipated Position Opening. Tecure-track position in a broad-based TAC/ABET secredited Construction Engineering Technology program beginning August 19, 1992. Taach and develop courses which may include the following subject areas: Organicis, Materials and Methods. Testing Management, Estimating, Contracts, Design and Surveying. Required academic preparation and experience: Bachelor of Science in Aychinectural Engineering, Construction Engineering, Construction Technology, Construction Engineering Technology, Construction Engineering Technology, Construction Engineering Construction Engineering Engineering Technology Construction Engineering Engineering Technology Construction Engineering Engineering Construction Engineerin

#### **NURSING INSTRUCTOR** Full-Time. Tenure Track

College of DuPage, a progressive community college located just 25 miles west of Chicago, is in its 25th year of service to the district. Serving more than 36,000 students, we currently seek an indi-vidual to teach Associate Degree Nursing courses through lec-tures, laboratories and clinical settings. Work assignments in-clude day, evening and weekend hours.

We require a Master a degree in Nursing with previous teaching and work experience in the field. 3-5 years teaching and/or admin-strative background at the com-munity college level is preferred; or an equivalent combination of tion and experience.

Starting date: September 14 1992. Starting salaries for our 9 month academic year normally range between \$27,100-\$37,900 range between \$27,100-\$37,900 but are dependent on education and experience. Opportunities to earn algnificant additional income through overload and summer remuneration are generally available. In addition, we offer a generous benefits package. This position remains open until filled. Screening will begin May 15, 1992. Please call for application

> 708-858-2800, Ext. 2460 Office of Human Resource College of DuPage Glen Ellyn, IL 80137

Minorities are encouraged to sp-ply. To maximize your opportuni-ty to be chosen for this position.

NURSING **FACULTY** 

Fall, 1992. Full-time positions available in an NLN accredited ADN program. Master's in nursing required; experience in Med/Surgand Mental Health Nursing preferred. Send vilue to Division of Nursing, Louislana Tech University, P. O. Box 3152, T.S., Ruston, Louislana 71272

**AA/EOE** 

#### ANTICIPATED VACANCIES\* SUMMER/FALL 1992

Reseau Community College is a mutti-cultural Long Island two-year College with an enrollment of 23,000 students. Faculty members with commitment to diversity and pluralism are sought for numerical 1992.

ENGINEERING/PHYSICS/TECHNOLOGY DEPARTMENT . INSTRUCTOR The Engineering/Physics/Ischnology Department seeks a full time tenure track Instructor for its ABET accredited Chri Engineering Technology Program. The program provides a construction emphasis with courses such as surveying, structural design, estimating, and construction methods Caraliferations: Applicants must have a minimum of three years relevant experience with a Martier's Degree in a related subject field or a Bachelor's degree with a valid NYS professional license. Prior codegn teaching experience destrable. (Repty Sex 1)

ENGLISH DEPARTMENT . INSTRUCTORS

Two hill-time instructionallines anticipated. One tender-track and one temporary full-year (possible conversion to tenure track). Qualific attents: One position requires college level ESL teaching experience and an M.A. in TESCh/applied linguistics (with emphasis upon test design and measurement); the sacend position is open to those holding as inhimum credential an M.A. or M. F.A. in English, Creative Writing, Rhatolic, Journalism, or Comparathe Literature with English as principal literature, Both positions require demonstrated experience appropriate for teaching in the English Departments Composition Program (all sacutly beach at least times actions of English Oct.) 101, or 102/semester), a strong bedground in literature, and six semesters of college teaching experience. Earned Ph.D will substitute for one year of college teaching experience. (Reply Bex 2)

SECRETARIALOFFICE TECHNOLOGY DEPARTMENT • INSTRUCTOR

Full-time faculty position anticipated for Fatt 1992. Or altifications: Master's Degree required. Candidate must have previous college teaching experience, recognized experience in the field of office automation and in curriculum development; must be proficient in word processing, spreadsheets, decktop publishing, data bases and other software applications, and in related business courses (Reply Box 3)

READING DEPARTMENT

• ADJUNCT INSTRUCTORS Adjunct learnuctors in Bask Education and Reading programs for day classes (8:30-2:30) to teach developmental courses in Reading, English, and Mathematics. Qualifications: Mester's Degree in Reading, English or Mathematics. Two (2) years college traching exparience, including remedial/developmental courses. (Reply Sox 4)

· ADJUNCT TECHNICAL ASSISTANTS Part-lime technical assistants for day classes (8:30-2:30) to assist academically deficient and learning disabled students in laboratory activities for Reading, Writing, and Mathematics. Castilizations: Associate Degree: Maxim's in Mathematics, Reading, English or Education, with experience in tytoring and computer assisted instruction preferred (Repty Sex 5)

CHEMISTRY DEPARTMENT . ADJUNCT INSTRUCTORS Adjunct faculty are needed in the Chemistry Department for Summer 1992 and Felt 1992. Qualifications: Applicants should have a Marter's of Science with teaching experience, Ph.D. preferred. Applicants must be available for day classes. (Reply Sox 6)

CHEMISTRY DEPARTMENT . ADJUNCT TECHNICAL ASSISTANTS

Adjunct Technical Assistants are needed in the Chemistry Department for Summer 1992 and Felt 1992. Qualifications: Applicant AS, or AA degree; laboratory preparation experience preferred. Applicants must be evaluable for day classes. (Repty Sox 7) COMMUNICATIONS DEPARTMENT • ADJUNCT INSTRUCTORS

Adjunct Instructors to teach basic courses in interpersonal Communications and Public Speaking. Qualifications munications Discipline and three years' teaching experience required. (Reply Bes 8) Adjunct instructors to teach ESL Communications courses Centifications: Master's degree in Communications of TESOL trialing required. Successful application must possess excellent English speaking skills. (Reply Box 9) PHYSICAL SCIENCES DEPARTMENT . ADJUNCT INSTRUCTOR

The Department of Physical Sciences aceks qualified candidates for adjunct teaching in the fields of Physical Science (day or evening), Environmental Science (day), and/or Astronomy (day or evening), Environmental Science (day), and E ALLIED MEALTH SCIENCES • FULL-TIME TECHNICAL ASSISTANT

Full-time Technical Assistant position in Surgical Technology, Qualifications: Graduate of an accredited (AMAGA) (EA/approved) 2 year technologist education program; current certification by the AST Lakon Cource on Certification; 5 years full time experience in hos pitel based surgical

SALARIES: (EFFECTIVE 9/90)\*\* Instructors: \$38,155 • Adjunct Instructors: \$575.84/Contact House

Adjunct Technical Assistants: \$15.68/hour \*F/T Technical Assistant: \$33,714
 All positions subject to budget approval "Negotiated Salary Increases scheduled to take effect 9/92

ONE EDUCATION DRIVE, GARDEN CITY, NEW YORK 11530-6793



**Biology/Chemistry Instructor** 

Pull-time, tenure-line position available on the jamestown Campus of jamestown Community College. Master's degree and several years' teaching experience required. Responsibilities include teaching Health teaching experience required. Responsibilities include teaching Health teaching experience. Principles of Biology, Anatomy and Physiology, Microbiology, Introduction to Chemistry, and College Chemistry labs. Salary range: \$24,000-\$30,000. Send resumé and letter of interest to Charles Brininger, \$25,000-\$30,000. Send resumé and letter of interest to Charles Brininger, \$25,000-\$10,000. Send resumé and letter of interest to Charles Brininger, \$25,000-\$10,000. Send resumés will begin May falconer Street, Jamestown, NY 14701. Review of résumés will begin May (1903). ICC le Republic and fally committed to the principles of affirmative

Falconer Street, Jamestown, NY 14701. Keview of résumés will begin May 1, 1992. JCC is firmly and fully committed to the principles of affirmative action and equal opportunity and will extend itself to see that these poli-cles are fulfilled.

#### **Senior Faculty Position**

Chair for Department of Education The Department of Education at Idaho State University is searching for an individual with dynamic leadership abilities to serve as Chair, idaho State is a rapidly growing university which has nearly doubled in student population in the last 5 years. The department, with 16 faculty members, provides undergraduate and graduate programs with a new doctorate program in Education Administration (pending approval by the State Board of Education Inde 1992). Idaho's economy is healthy. Mary of the world's most beautiful recreation areas are readily accessible. The successful candidate will play a positive leadership role as Chair of our Department of Education. The College of Education was re-accredited by both NCATE and NASDTEC in 1992. This is a tenure track position at the Associate or Full Professor rank. The candidate must hold a doctoral degree with a minimum of five years' experience in university/college teaching and meet requirements for Associate/full Professor rank in this department. Administrative experience is desired, preferably at the university/college level. Salary is competitive. Starting date open until filed. Review of applications will begin june 1. Send letter of application, résumé, copies of transcripts and telephone numbers of at least 3 references. Contact: Dr. Robert Pehrsson, Search Committee Chair, Department of Education, Box 8059, Idaho State University, Pocatello, Idaho 83209, tel: (208) 236-3422. AA/EOE. **Hiatt Professor of Education** Jacob Hiatt Center for Urban Education

Clark University sucks an established scholar with an interdisciplinary background and special expertise in the areas of language, collure, and schuoling, for an endowed chair in the Education Department, affiliated with the Jacob Hist Center for Urban Education. The Hist Center promotes teacher and administrator sabbaticals, teacher-researcher seminars and institutes, an innovative teacher education program, demonstration schools in Clark's neighborhood, and interdisciplinary research on urban schooling. The candidate must show a record of publications and teaching that demonstrates interest in issues of language and urban schooling and the ability to make these research findings accessible and meaningful to urban teachers. The candidate must show evidence of mastery of a discipline such as education, psychology, linguistics, sociolinguistics, antiropology, etc., but also show evidence of a commitment to work with an interdisciplinary group of scholars and classroom teachers. The position combines graduate and undergraduate teaching, work with public school teachers, and research on urban schooling. The person will be expected to be involved in the activities of the Center. Salary is competitive. Applications reviewed beginning March 15 until candidate is found. Starting date is open, Interviews will be conducted through the Fall of 1992. All applications received by June 30 will be reviewed. Send cover letter, CV, scholarly articles, and 3 letters of recommendation to:

Sarah Michaels, Director Jacob Hiatt Center for Urban Education Clark University Worcester, MA 01610-1477

AA/EOE. Minorities and women encouraged to apply

cense in marriage, family and child coun-seting (LMFCC) or possession of a valid California Community College credential is desirable. Responsibilities would involve

Counseling: Counselor, Pull-time position/ begin June 1, Counseling high achool Ur-ward Bound Students. Applicants must have master's degree in counseling and at least one year of experience. Send vita, un-dergraduate and graduate transcripts to: Mrs. Ernestine 14. Bell, Director/Canerat Education Support Services, Paine Col-lege, 1235 Fifteenth Street, Augusta, Oco-min 39910-279. Applications accepted until May 15, 1992. Paine College is an Equal Opportunity, Affirmative Action Employ-er. same field or complementary field to the subject being taught. An appropriate fisher being is acceptable in least and professional resistantion each of a commitment toward advanced graduate work is acceptable in lieu of a Master's degree at the time of initial samployment. A minimum of three years' appropriate U.S. industrial experience is required. Pending in construction design and many performent of the professional resistance of the professional resistance

Courseling Psychology: Tanure-track posi-tion. Earned doctorate in counseling psy-chology or related field. Rank open. Posi-tion begins September 1, 1972. Experience (3-5 years) offering direct counseling and

is desirable. Responsibilities would involve teaching master's lovel courses in theory and techniques of counselins. MFT, as well as gracilicum supervision. Some undergraduate teaching. Working with the Rosalynn Carter Institute for Human Development a possibility. Salary and benefits are competitive. Southwestern is a senior unit of the University System of Georgie, located in Americus. Georgie, a town of 25,000, 120 miles south of Atlanta, offering a mild climate, affordable housing, and leture activities ranging from community theatre to humingfishing to tennishoff, interested applicants should forward a letter and curriculum vitze inchding numer and telephone numbers of three references by Jone 1, 1992 to: William Dragoin, Ph.D., Chair. Search Committee, Department of Psychology and Sociology, Georgia Studiestern College, Americus, Georgia Studiestern College, Americus, Georgia 31799; (912) 928-1308. If selected for an interview, graduate and undergraduate transcripta would also be required. Women and minorities are especially encouraged to apply as Southwestern is an Equal Opportunity, Affirmative Action Employer.

#### ${f T}$ EACHING ${f O}$ PPORTUNITIES in Central California

■ Accounting Instructor - Fresno City College

MINIMUM STANDARDS: Requires a Master's degree in accountancy or business administration with accounting concentration OR bachelor's in business with accounting emphasis or business administration with accounting emphasis or economics with an accounting emphasis, AND master's in business, business education, taxation or finance OR bachelor's degree with a CPA license OR the equivalent.

DUTIES & RESPONSIBILITIES: Includes organizing and teaching classes in all areas of accounting; aiding in the development of curriculum utilizing microcomputers in the instruction of accounting; and otherwise fulfilling all of the duties and responsibilities of instructors as required.

COMPENSATION: Salary is \$27,895 to \$57,849 with highest starting salary at \$42,012 plus \$1,044 for an earned doctorate.

■ Electronics Instructor – Fresno City College

MINIMUM STANDARDS: Requires a Bachelor's degree in a related discipline and two years full-time occupational experience in electronics/electrical fields; or an Associate degree in a related discipline, six years full-time experience in electronics and related technologies, and a fulfilled California Community College Instructor Credential. Teaching experience will not be accepted as a substitute for occupational experience.

DUTTES & RESPONSIBILETIES: Includes teaching fundamentals / applications of electronics and industrial electronics from a component to system level; teaching industrial automation and computer applications consistent with curriculum requirements and standards; and instructing in the degree, in-service, and industry based training programs. COMPENSATION: Sulary is \$27,895 to \$57,849 with highest starting salary at \$42,012 plus \$1,044 for an earned doctorate.

Carpet Installation Instructor - Fresno City College

MINIMUM STANDARDS: Requires a high school diploma or the equivalent, eight years experience in carpet installation including two years as a licensed carpet contractor.

DUTIES & RESPONSIBILITIES: Includes developing curriculum for, and instructing in, the floor covering uistablution program. The program at the Vocational Training Center will prepare students to become proficient in the techniques of planning. measuring, estimating, and installing all of the latest types and makes of carpet, vinyl, and

COMPENSATION: Salary is \$32,623 to \$67,653 with highest starting salary at \$49,133 plus \$1,044 for an earned doctorate.

Starting Date: 7/1/92

JOHNSON STATE COLLEGE

INSTRUCTOR OF WRITING AND LITERATURE. One-year replacement with possibility of renewal for a second year. Beginning fall Semester 1992 (Sept. 1, 1992). Salary based on degrees and experience according to a negolated contract. Minimum qualifications include a Ph.D. in English (ABD according to the contract).

Minimum qualifications include a Ph.D. in English (ABD acceptable) or M.P.A. in writing. Responsibilities will include leaching two sections of composition each semester, plus world and/or English literature surveys, and supervise students in the secondary certification program. Review of applications will begin May 15, 1992. Applications will be accepted until the position is filled. Send letter of application, résumé, and three letters of reference to: Ms. Roberta Decker, Administrative Assistant. Writing/Literature Department, Johnson State College, Johnson, VT 05656.

The Vermont State College continues to endorse the goals of

equal employment opportunity and affirmative action as con-sistent with, and supportive of, the values of the VSC and of a democratic and pluralistic society.

LECTURERS. The History Department at the University of Rhode

Island is recruiting for 5 lecturer positions for the 1992-93 academic

year. These one-year appointments (9 credit hours/2 preps. per semester) require a Ph.D. or near completion and evidence of the ability to teach in one of the following fields, with prior teaching experience preferred: Early Modern or Medieval Europe with

specialization in the History of Science, (code #021144); 19th or

20th Century European History with specialization in French, Italian or Spanish History, (code #021145); Ancient History, (code

#021152); Latin American History, (code #021153); Modern American with specialization in immigration and Ethnicity, (code #021154). Send a letter of application with resume, credentials

and three letters of recommendation by May 22, 1992 to:

J. Morton Briggs, Search Committee Chair, (code '- ), UNIVERSITY OF RHODE ISLAND, P.O. BOX G. Kingston, B.

\*The code number of the position applied for must be included

sive relationships. Full consideration will be given to applications received by June 1, 1992. Send letter of application, résumé, copies of transcripts and three (3) currous letters of reconstructural time (3) currous letters of reconstructural for Counseling und Human Development, Dutcher italifiche of Human Development, Dutcher italifiche (42), P. O. Box 1002, Millerswille, University, Millerswille, Pennsylvania 1755 (1302. An Alfirmative Action, Reus) Opportunity Employer.

Counselor Education: Search re-oponed.
Assistant Professor: Counselor Education.
Applicants must hold a doctorate in Counselor Education or a closely related field and demonstrate ability in schoolarly productivity. Prefer an individual with school

here. An Affirmative Action/Equal Opportunity Employer,

Counseling Fsychology: Counseling Paychologist: (Corrected Add Center for Counseling and Human Development. Assistant
Professor rank. Full-time, teamer-track begivating Fall 1992. Datter include, but are
not limited to, ladwigust and group testing,
outerach programming and crisis intervention and research. A Doctorate in Counseling Psychology or rotated field and previous experience in counseling college-ago
students is required. Applicants must be incensed on a Fsychologist in Pannayiwasis or
flectors eligible with 1500 hours of pre-doctoral supervision under a licensed psychologist. Counseling in at least one of the following areas should be damonstrated; bereavement counseling, calling disordera,
crisis (atervention, substance abuse or abu-

STATE

CENTER

COLLEGE

DISTRICT

COMMUNITY

Filing Deadline: 6/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

#### NURSING **FACULTY**

Join an NLN-accredited College of Nursing with a reputation for quali-ty education, faculty involvement in decision-making, supportive group processes. Financial support and re-lease time available for research. University enrollment of over 15,000 with 1,100 BSN majors, MSN program. Excellent clinical fa-cilities. Opportunity to develop cre-sits sold relate to hardly care. ative solutions to health care prob-lems in Sun Belt City. Master's in clinical nursing plus two years of nursing practice required. Doctorate and BSN teaching experience preferred. Competitive salaries auxi benefits Contact:

Dr. Evelyn A. Redding Dean, College of Nursing University of Southweste Louisiana P. O. Box 12490

NURSING

INSTRUCTOR

Full-time, tenure-line positions available in N.L.N.-accredited program at the Jamestown and Cattaraugus County (Olean). Campuses of Jameslown Community College. Master's degree in nursing required. Teaching experience preferred. Candidates must have a strong commitment to associate degree nursing and the ability to develop and matulain rapport with students and colleagues. Send résumé and letter of interest to: Judith Cordia, Chairperson of Nursing Division, Jameslown Community College. Jameslown, NY 14701. Review of résumés will begin May 1, 1992. JCC is firmly and fully committed to the principles of afirmative action and equal opportunity and will extend itself to see that these policies are fulfilled.

**UNIVERSITY OF MISSOURI - COLUMBIA** 

SCHOOL OF MEDICINE

Chair, Ophthalmology Department

Herbert S. Goldberg, Ph.D.
Associate Dean
Chair, Opinhalmology Search Committee
University of Missouri-Columbia
School Of Medicine
Columbia, Missouri 65212

The University of Missouri is an equal opportunity and affirmative action institution.

Applications from females and minorities are encouraged.

Fall Semester of 1992. Responsibilities include the teaching of undergraduate and graduate courses in secondary and possibly elementary social studies education, the supervision of related field experiences, and the teachins of courses in social foundations. The successful candidate will have an earned doctorate with academic preparation and experience in social studies education, and a successful record of teaching at the secondary school level. Additional training and experience in educational/social foundations and secondary curriculum are preferred. Experience in teaching are the post-secondary level is desirable. Successful record in the successful record of the successful record of

Associate Dear, College of Education and Junean Sarvices, University of Wisconsin Oahtoah, Oahtoah, Wisconsin, 5490). Screening of applications will be also on May 25, 1992. An alphabetical listing of all nominess and applicants, without differentiation, may be closed following the closing date. UW Oshloosh is an Egual Opportunity, Aftirmative Action employer.

Danca: Huntingdon College is seeking applications for a faculty position in dance beginning in late August of 1992. This position requires a person with an MFA in Dance. The teacher will teach a variety of dance courses for dance majors, musical theore majors, and so students continuing their study of dance as an artistic expression. This is a tenura-track position and cank will depend upon training and experience. Send résumé, présences, and infuscripts to Dr. James Chas, Head, Department of Parforming Arts, Huntingdon 4128, AA/EOE.

counseling experience. Responsibilities include: teaching graduate twelf courses; advisement of graduate students; service on
sraduate students students; service on
sraduate student committees; and working
with faculty on program development and
screeditation. Experience with a CACREP
approved program preferred. Salary: Highphy competitive. Applications will be considared as they are received and will continue
until the position is filled. Applicants
should send a vite, letter of application and
the names of at least three references to
Dr. Jesse Brinson, Chair, Counselor Education Sparch Committee, Counseling and
Educational Psychology. University of Nevada-Las Vegas, Las Vegas, Nevada
89154-3003. UNIV is an Equal Dp-ortuni17. Affirmative Action Employer.

Criminal Justice: Criminal Justice in a liber-al arts conlext: Mount Mercy College an-nounces a tenure-track, full-time Criminal

nounces a tenure-track, hill-ture Criminal Justice faculty position, beginning September, 1992 with the flexibility of filling the special council of the september of the septe

Curriculum and instruction: Assistant/Associate Professor. Full-time tobure-track position in the Department of Curriculum and instruction, beginning no later than the

To apply, please send a letter of inquiry, resume, and the names and humbers of three references to:

Gregory C. Michael Director of Personnel Western New England College 1215 Wilbraham Road

ASSISTANT PROFESSOR OF JAPANESE Tenure-Track

Tenure-Track

The Department of Language and Foreign Studies in the Colleged Arts & Sciences is seeking applications for ASSISTANT PROFES SOR OF JAPANESE, TENURE-TRACK beginning August 22. QUALIFICATIONS: Ph.D. or equivalent; native or near-native fluency in Japanese; background in culture and literature preferred; evidence of scholarly interest and potential. RESPORSIBILITIES: teaching language and topics courses; scholarship; performing Department, College and University service. Review dapplications will begin immediately and continue until the positions filled. Position is subject to final budgetary approval. Competitive salary, depending on qualifications and experience. Send letters of recommendations to: Dr. John Schillinger, Chair, Department of Language and Foreign Studies, The American University, Washington, D.C. 2016-806. The American University is an EEC/AA University; women and minority candidates are encouraged to apply.

#### WEST VIRGINIA UNIVERSITY

in position is available to study the cytochrome bi complex of chloropassion order to investigate the mechanism of electron transfer and proton transfer in the chloroplast membrane. The candidate should have a Ph.D. depth in blochemistry with specialization in plant blochemistry. The candidate should have knowledge in membrane protein purilication, protein modificates to munotachniques, fluorescent techniques, protein reconstitution watern it in munotachniques, fluorescent techniques, protein reconstitution watern it is and in the protein and in the protein callon of scientific papers, surrequision and technicisms and training of beginning. A position is available to study the cytochrome bi complex of

#### FACULTY POSITION IN PHYSICS WAYNESBURG COLLEGE

Wayneshurg College is seeking applicants for a Faculty Poston hipself is a rither-month appointment, renewable contact, beginn Aug. 1992. Applications will be accepted until the position is filled hereing process will begin May 15, 1992.

process will begin May 1%, 1997.

Doctorate preferred. Master's may be considered. Candidate when introduction physics courses, physics for health science, and daws now puter science, mathematics, and/or other natural and physical science, person threat for this position will also be responsible for maintaining the laboratory facilities. Preference will be given to candidates who approaches for non-science majors that will engage person developing approaches for non-science majors that will engage person attitudes and interest in science and mathematics. Salary regolates upon academic and experiential qualifications of the applicant. upon acadenic and experiential quantications of the applicant.

Wayneshing College is located in Waynesburg, Pennsylvania applicate
by 50 miles south of Pittsburgh. The College is accredited by the Mide 22.

Association of Colleges and Schools and serves approximately 1,250 m/se.
The candidate should be committed to the mission and purpose of the

Applicants should submit a letter of interest and current reuneagy-the names, addresses and telephone numbers of three reference to personnel Office, Waynesburg College, Waynesburg, PA 15376

# Wiesiern New England College

#### Mechanical Engineering Faculty

Western New England College has a full-time one year faculty position of able for a mechanical engineering faculty member. The successful apicrimust be able to teach a broad spectrum of ME courses and laborize expertise in manufacturing is particularly destrable. Minimum qualificates a B.S. and M.S. degrees in Mechanical Engineering. A Ph.D. or spilor inclustrial experience is preferred. The ME program at Western NewEngler, ABET accredited, and has a reputation for excellent instruction and person attention to students. Project work emphasized in the curriculum Secrit commensurate with qualifications.

Springfield, MA 01119

Western New England is an Equal Opportunity Employer

# THE AMERICAN UNIVERSITY WASHINGTON DC

The School of Medicine of the University Health Sciences Center has re-opened its search for applications and nominations for the position of Profes-sor and Chair of the Department of Ophthalmology. The candidate must be an ophthalmologist with senior academic credentials and demonstrated leadership and administrative skills. The Chair is Chief of the Ophthalmology Service in the University Hospital and Clinics and Director of the Mason Institute of Ophthalmology. Other responsibilities include recruitment and retention of faculty, education of medical students and residents and development of clinical and basic science research programs. Direct applications to:

#### Research Instructor

ration of scientific papers, supervision of technicians and training of the graduate students in their efforts on this project. Candidates should set graduate students in their efforts on this project. Candidates should set curriculum videa and names of three references to: Dr. Dana S. Beet. Professor and Chair, Department of Biochemistry, West Virginis University School of Medicine, Morgantown, WV 26506. An Equal Opportunity, Allensity Action Employer.

tion. Coordination of all preclinical laboratory education and development of an integrated preclinical curriculum. Should be
able to develop and maintain an education
research program and be willing to participate in a faculty development to support
the transfer of preclinical shills into the patient care setting. Qualifications: M.S. in
Restorative Dentistry or equivalent, the
year's preclinical teaching experience and
edigible for Michigan licensure. Solary commensurate with qualifications and experience. Application deadline May B, 1992.
BO/AA employer. Send application and
curriculum vitage to Dr. Roger Deuben, Associate Dean for Academic Affairs, Uni-

# Jellerson Community College Invites applications for the following faculty posters, commencing Fall 1992. The College is located near the shore of Lake Onlario in New York's North County, and enrolls over twenty-eight hundred students full, and part-time in credit courses.

Geography hundred students nutrial and partitions in treath courses.

Math: Instructor level, Tenure-track Position, Master's Degree in Mathematics or a related field required. Teaching load would include some combination of developmental math, statistics, college algebra, and precalculus course, computer experience destrable. Demonstrated commitment to teaching and students a must. Excellent written and verbal skills required. Salary \$28,125. dents a must. Excellent withen and verbal skills required. Salary \$28,125.

Nursing: Assistant Professor, Tenure-Track Position, Master's Degree with a major in nursing, recent clinical experience, professional nursing tenese or eligibility for license in New York State required. Teaching experience preferred. Primary responsibilities include classroom teaching and clinical instruction in medical/surgical, psychiatric and pediatric nursing. This associate degree nursing program is NLN accredited. Salary \$29,118. ing program is NLN accrecitied. Sainty \$29,118.

Nursing. Department Chair: Temporary, sabbatical replacament, Fall semister 1992, assistant professor, department chair. Master's degree with a major in nursing, recent clinical experience, professional nurse license or eligibility for license in New York State required. Administrative and teaching experience preferred. Primary responsibilities include chairing associate degree nursing department, classroom instruction in pediatrics, medical/surgical and psychiatric nursing. Salary: \$14,559.

and psychiams nursing. Salary: \$14,059.

Countelor: Temporary position from September 1, 1992 to February 10, 1993. Responsible for providing career assessment and counseling to students. Also reaponsible for advising students about transfer to four-year colleges. Master's degree in Counseling and Guidance or Student Personnel completed or in progress. Coursework and/or experience in career counseling required. Experience with SIGI-Plus and knowledge of SUNY system helpful. Salary \$13,659. Salary: All position openings are pending budget approval.

Deadline: May 11, 1992. Finalisis will be responsible for interview-relate

Merrimack

COLLEGE

**BIOLOGY POSITION** 

Merimack College seeks to fill a one-year, full-time position in biology at the Assistant Professor level, beginning in Soptember, 1992. The successful candidate may be considered for reappointment for one additional year. Qualifications include the Ph.D. in Microbiology/Immunology, college teaching experience and demonstrated ability and commitment to undergraduate instruction, including Freshman laboratories. Merrimack College is a Catholic liberal arts college located in the Massachusetts towns of Andover and North Andover, 25 miles north of Boston. The college has a commitment to an integrated liberal arts component in all courses of study combined with professional training of high quality. Send resumé and letter of application to Dr. Marcel Gregolire, Chair, Department of Biology, Merrimack College, North Andover, MA 01845, no later than May 30, 1992. Merrimack College is an equal opportunity employer. Women and minorities are encouraged to apply.

Equal Opportunity Employer

English

Visiting Assistant Professor in Professional Writing, 1992-93. Purdue University invites those qualified for a visiting assistant professorship (Ph.D. preferred) in professional writing to contact us immediately. We need a person to teach in our professional writing major and are most interested in candidates who can teach several of the following: Computer-aided Publishing flirst electronic publishing course—teach design, technology, writing; writing is specially Publications (advanced electronic publishing course—teach design, technology, writing from the standpoint of rhetorical theory; introduction to the nature and kinds of writing and research done by professional writers in industry; Writing for the Computer Industry (advanced technical writing—teach project management, hardcopy and online documentation, usability); Technical Writing and Business Writing (service courses for other majors—use rhetoric and professional writing theory to shape curriculum). Salary competitive. We hope to conduct plane interviews with those who apply by May 6, however, applications will be accepted until the position is filled. Send letter of application, vita, and sample course materials to: Professor Margaret M. Rowe, Head, Department of English, Purdue University, West Lafayette, Indiana 47907. Purdue University is an Equal Opportunity, Affirmative Action Employer and specifically invites and encourages applications from women and minorities.

Human Resources Department, University of Missouri-St. Louis, 8001 Natural Bridge Road, St. Louis, 8001 Natural Bridge Road, St. Louis, Missouri 63121, EOI.

Development Director of Development for The Lehigh County Senior Citizens Center, 1632 Elm Street, Allentown, Pennsylvania 18102.

Development: Director of Development for The Lehinh County Senior Citizen's Cen-ter, Applications of the County Senior Citizen's Cen-

JEFFERSON COMMUNITY COLLEGE

**Faculty Positions** 

To Apply: Send letter of application, résumé, and phone numbors of three references to: Personnel Office, Jefferson Community College, Outer Coffeen Street, Watertown, New York 13601-1897. JCC is an AA/EOE. Women and

LASTERN KENTUCKY UNIVERSITY EKU Visiting Assistant Professor

Visiting Assistant Professor position available for academic year 1992-93. Sabbatical leave replacement, Ph.D. pre-ferred, MA degree will be considered. General geographer with commitment to excellence Areas of specialization open Ability to teach travel and tourism is a plus. Teaching responsibilities include introductory geography courses. Salary commensurate with qualifications and experience. Send letter of application, curriculum vita, transcripts, and three let-ters of reference by 20 May 1992. Qualified women and minority candidates are encouraged to apply. Apply: W. J. Walker, Chair, Department of Geography and Planning, Eastern Kentucky University,

Employer. Employment slightlity verifica tion required, immigration Reform and Control Act of 1986.

hmond, KY 40475, Phone:

606) 622- 1418.

# **OPEN ACCESS TO EQUAL ACCESS**

CALIFORNIA'S COMMUNITY
COLLEGES

In the next decade or so, the world's

18,000 New Faculty Positions By The Year 2005

isth largest economy will have the most ethnically diverse population in the world. To maintain our position in a global economy. California must have the best trained workforce available. Only a faculty dedicated to quality and excellence and able to communicate with a diverse student population can make this happen. The California Community

Colleges are in the forefront of this educational explosion. Now serving 1.4 million students, the 107 California Community Colleges are projected to serve a student population of more than 1.8 million students by the year 2005. At least In new community college campuses will be built and established campuses will be expanded to meet the need to train students in Associate Degree and technical training certificate programs. More than 18,000 new faculty positions will be fitted in the

Colleges have it all. Top level salaries among the highest in the ristion and excilent tringe benefits, recognized professional working environments, reasonable hying costs, from the coas-to the high sierias. California is in the unsurpassed for its living and

Registry has been developed to find the nation's best faculty members and put them in direct contact with the more than 18,000 job openings. The Registry is now accepting applications which faculty computer tierwork hinking all 107 community college personnel offices to use in their faculty

The California Community College

recontinuent programs. If you are interested in coreer employment or promotional faculty, or staff member, please complete the coupon below and mail it to the address indicated. A Registry form will be mailed to you.

The minanum academic requirements for teaching por than generally is a masters degree in subject (or equivalent) for gendence disciplines and an associate degree with six years of related occupational experience for valid California Community College Credential meets these requirements Other locally established equivalent

may apply.

The California Community Colleges are affirmative action/equi opportunity employer institution

California is Looking For Some Great Faculty

The Chancellor's Office of the California Community Colleges is seeking applicant employment data from individuals interested in teaching or administrative positions in one of California's 107 Community College-The Registry is particularly interested in underrepresented group members including the handscapped, ethnic/racial numorities, women and veterans.

Coordinator, Faculty and Staff Diversity Recruitment California Community College System Registry P.O. Box 4065 Modesto, CA 95352

(209) 527-3618

#### **UNIVERSITY OF VERMONT**

#### **Head Athletic Trainer/ Physical Therapist**

RESPONSIBILITIES: 1) Administer all aspects of the sports therapy program; 2) direct 25-student athletic trainer program (ACT); 3) teach partime in the ATC program; 4) supervise two assistant athletic trainers; 5) provide athletic training and rehabilitative care to all student athletes. QUALIFICATIONS: ATC national certification; registered or licensed PT; three years' experience in collegiate athletic training. NOTE Must be eligible for secondary appointment as Lecturer, Department of Human Development Studies, College of Education, for which a Master's degree in athletic training, physical therapy, or related field is required.

GENERAL INFORMATION: The University of Vermont is an NCAA Division I school with 26 varsity teams. Starting date is August 1992. To apply, send a letter of application, résumé, and three letters of recommendation to:

Douglas Baltor, Chair Search Committee for Head Aihletic Trainer 2.12 Patrick Gyrn University of Vermont Burlington, VT 05405

WOMEN AND MINORITY CANDIDATES ARE ENCOURAGED TO APPLY.
THE UNIVERSITY OF VERMONT IS AN
AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

aend résumé and cover letter by May 15, 1992 to the Personnel Department, Monst Saint Mary's College, Emnistatura, Mary-land 21727. Mount Saint Mary's offers a competitive salary and benefits package. Position is available immediately. Mount Salatt Mary's College does not discriminate on the basis of gae, nec, sex, or national origin. Mount Saint Mary's hires only U.S. citizens and lawfully authorized alien workers.

Workers.

Dieletics/Extersion: Paculty position in Dietetics/Foods and Nutrition. One-year, 12-month appointment, commencing August, 1992: continuation of employment continuation of employment continuation of employment continuation of the proposition of the p Development: Assistant Director of Annual Civings. Mount Saint Mary's College. Mount Saint Mary's College. Mount Saint Mary's College seeks an Assistant Director of Annual Giving to assist the Director in all areas of annual siving and to apocifically oversee the phonethon program, senior class gift program and faculty/staff campaign. The person will be involved in direct solicitation of annual support from corporations and individuals, hends-on management of volunteers and annual direct mail appeals. We are looking for someone with stills in development, marketing or public relations, preferably in the higher education field, and a person that possesses strong written and ord communication stills. Candidates must have a bachelor's degree and preferably have one to three years' experience in the field. Previous experience in phonathons and direct mail is strongly preferred. Mount Saint Mary's College, founded in 1808, is the oldest independent Catholic college in the nation. It is a co-educational, libral arts institution with 1,800 undergraduates, graduate students and seminarians. Mount Saint Mary's is located in north pentral Maryland's festest growing city. Applicants should

Early Childhood Education; School of Liberal Arts and Education, Hampton University, Hampton, Virginia, Position; Assistanti/Associate Professor of Early Childhood Education, Department of Education, Beducation, Department of Education, Beducation, Childhood Education, Department of Education, British Ph.D. in child development, early childhood education or related field. Candidate should have expertise in early childhood curriculum and instructional practices, as well as childral apprehences. Experience of successful collega instruction and scholarly achievement required. Major Responsibilities: Successful candidate will assume primary responsibility for instruction in sardy childhood education and participation in seriy childhood education and participation in the coordination and design of clinical and field experiences. Engagement in te-

iss of gradines and extern of reference to; Dr. Ceriton E. Brown, DeanSchool of Liberal Aris and Education.
Hampton University, Hampton, Virginia.
23668. Application deadline is June 8. 1992.
Hampton University is an Equal Opportunity Institution and an Affirmative Action
Employer in compilizate with all Civil
Rights laws, including Title 1X of the Education Amendment of 1972 and Section 504
of the Rehabilitation Act of 1973, as amended. (Position will be filled subject to funding approval.)

Barly Childhood/Flementary Education: As-sistant Professor in Early Childhood or Ele-mentary Education, University of South Carolina, Sunter. Contingent on functing. Ph.D. and a minimum of two years' sublic teaching experience profesred. Preference siven to applications received by May 13, 1992. Send vita, turnscripts and three let-post of the professor of the professor of the pro-served professor of the professor

Employer.

Economics: Applications are invited for a tomare track healty position in the Department of Economics, University of Nebrasia-Kearney with duries beginning August M. 1992. A Ph.D. in Economics or related field is routired with a preference given in a candidate with an univisuading teaching record and an area in Agricultural Economics, or Economic Education. Duties include teaching both lower and upper division courses, student advising, committee and department duties, Salary is no collable department duties, Salary is no collable depending upon qualifications and experience is string date: August 24, 1992. Closence. Starting date: August 24, 1992. Closence. Starting date: August 24, 1992. Closence as the position can be diled. Seed applications and recent vita to Dr. Carl Lewis, Department of Economics, West Center,

HARCUM JUNIOR COLLEGE

#### PHYSICAL THERAPIST ASSISTANT PROGRAM

PROGRAM DIRECTOR needed for an established, quality PTA program in western suburbs of Philadelphia. Responsibilities include curriculum condination, teaching, student advising, recruitment, program budget Minimum requirements include bachelor's degree, PT Beense and eligibility in PA; clinical experience, familiarity with PTA program. Academic teaching experience preferred. Flexible hours, competitive salary and benefits.

ASSISTANT PROGRAM DIRECTOR (new position) needed for the partitine evening PTA program. Responsibilities include curriculum coordination, teaching, student advising, coordination of the evening program. Minimum requirements include backelor's degree and PT experience. Teaching experience preferred. Competitive salary and benefits.

Review of applications will begin May 26, 1992. Send résumés to Dean of

Review of applications will begin May 26, 1992. Send resumes to Dean of Academic Atlairs, Harcum Junior College, Bryn Mawr, PA 19010.

#### EASTERN KENTUCKY UNIVERSITY



#### Department of Anthropology, Sociology and Social Work

Eastern Kentucky University, Department of Anthropology, Sociology, and Social Work, invites applications for a tenure-track position in Anthropology beginning Fall 1992, starting date August 15, 1992. Primary teaching/research interest in archeology. Teaching responsibilities include four courses/semester: industrial societies around the world and upper division area and topical courses. Specialization is open, but North American preferred. Required: Ph.D. In Anthropology. Will consider ABD. Review of application will begin June 16, 1992. Eastern Kentucky University is an equal opportunity, affirmative action employer located in Richmond, Kentucky. Provide current vita, list of three references, and Iranscripts, copies acceptable. Contact Steven Savage, Department of Anthropology, Sociology, and Social Work, Keith 223, EKU, Richmond, KY 40475-3119.

Employment eligibility verification required, Immigration Reform and Control Act of 1986.

Sconomica: Tempre truck undergraduate foculty nosition in economics beginning August 1992, to teach principles and advanced economics. Ph.D. preferred. Master's degree and commitment to completion of doctorne required. To guarantee consideration, to describe the properties of the compression of processing the properties of the compression of processing the process

Education: Chair, Division of Education. Associate or Full professor of Education in 9-month tenure-track position behands August 15, 1992. Responsible for directing the activities of the Division, including the redesign of the elementary education program. Teach at graduate and undergraduate levels and supervise clinical experiences. Doctorate in Education, teaching experience, and background or unating in curriculum development/insuractional design required. Send application to Dr. Kenneth Conroy, Academic Dean, Quiccy College, 1800 Chilege, Quincy, Illinois 62301. Deadlino: May 20, 1992. BOE.



English instructor (3 Positions): Full-time, tenure-track, 10 acch positions. Requires: Moster's degree in English, British or Ansican iterature, comparative literature, or rhetoric from an accredited obligate university (No M.Ed. or M.A.T). The English Department encuries applications from ethnic/racial minorities, women and the disched late of Application, Palomar College Academic Application form, Resus, 1 Letters of Recommendation and Transcripts required. Satury Rarge \$29,339-\$45,472. Deadding: 4:30 p.m., 5/20/92.

Both positions require demonstrated experience in meeting the dutienges related to the academic, socioeconomic, cultural and white diversity of the community college. For a complete position amountment and application form cell: (619) 744-1150 or 727-7529, extention

An Equal Opportunity, Affirmative Action Employer

VISITING RESEARCH FELLOW

The JAMES S. MCDONNELL FOUNDATION, a private philanthopic organización position open in the Fall of 1992 for a Visiting Research Fellow.

Asset in the administration of current Foundation programs in cognitive studies for educational practice, molecular medicine is on research, and international health.

Administrative duties will inclinib review of propagals, review of propagals.

Administrative dates well inclinde review of proposals, review of programage organizing incerting and conferences, assessing in the preparation of bardinari and the annual report, and making site visits to foundation grantes.
 Conduct research on issues related to Franciation programs and making over with the relevant reverse h communities and professional organizations at least would allow resumption of an actudent, career at the end of the following harder would allow resumption of an actudent, career at the end of the following harder beginned at the end of the following harder beginning to be a made of the following of the following approximation to for a period up to two years. Confinence also one is contingent upon evaluation of the first year's performance A vadigreed leftowship will not lead to permanent employment by the foundation.

Conditates should hold a doctoral degree in a scholarly area relevant to forthe interests and have received the degree within the last four years.
Conditates should have strong administrative skills, an accomplished asim background, excellent interpersonal skills, superior writing ability, and an issue applying scholarship and insearch to so sal problems.

omingosprate with a postulor foral fellowship or junior faculty appointmen

John T. Braes, Ph D., President Fatter S. Ah Launell Lunnkation 1014 South Brentwood Blvd., Suite 1610 St. Louis, Mosant 61117

No phone calls please.

Men's Basketball Head Coach/ Faculty Member

Position: Coaching responsibilities include schedule recruiting, and general management of the men's bankable team, assistant occohes, and student assistants. Testing courses may include: basketball theory, wellness, and courses within an area of strength. Starting date: August 26, 1992.

Qualifications: Doctorate preferred, master's required. Maribe eligible for faculty rank in EPLS Department. Pat experience at NAIA/NCAA basketball coaching level a specience or assistant coach with related experience in eligible ocaching duties; record of successful college level teaching preferred.

Applications: Send letter of application, resume with solid of all transcripts, and three letters of reference plus names, addresses, and phone numbers of additional reference it addresses, and phone numbers of additional reference it addresses, and phone state College, Alamosa, CO 8100. Dr. Bill Dickey, Adams State College, Alamosa, College, Alamo

An Affirmative Action/Equal Opportunity Employer Adems State College is periodicity interested in applications from women and minorities.

**#3-01-8010** 

APPLICATION PROCEDURE

Opplicants should submit a letter describing their research interest, admisses strengths, and the contribution of the followship to future causer plans; a complexitive, and a prosposal conditioning a research protect hat would be undertaken 6/3 the followship period. Two references are required.

Applications should be mailed by lune 1, 1992 to:

2247; FAX (619) 591-4317.

CANDIDATE REQUIREMENTS

COMPENSATION

#### **ULSTER COUNTY COMMUNITY COLLEGE**

Uister County Community College, a public two-year college located in the scenic mid-Hudson Valley, is accepting applications for anticipated administrative and entry-level tenure-track faculty positions. Faculty members are required to actively supervise labs, act as academic advisors, and serve on faculty controlled.

Coordinator of Job Development—beginning September 1992 to develop and administer an effective program of job development and develop and administer an effective program of job development and placement for students and community members. Bachelor's degree required, master's degree plus three years' experience with trainest coluration and/or vocalional programs, knowledge and expenses in use of vocalional assessment instruments, and computer experience conference.

printered
Coordinator of PACE Program—beginning June/July 1992 to implement and administer PACE program by working with College and local Social Services department in assisting qualified students to successfully complete college programs. Master's degree in Social Work, Higher Education Administration, Education, Counseling or related field; experience with supervision, working with risadvantaged, and working in a college setting required.

Instructor of Business—beginning fall 1992 semester to teach ac-counting, microcomputer applications, and other related business courses. Master's degree in outliness and related field and practical experience in accounting and microcomputer applications are re-quired. Teaching experience and CPA credentials preferred.

Instructor of Biology—beginning spring 1993 semester to teach anatomy, physiology and general biology. Master's of science in biology required. Teaching experience preferred. Salary range mid to upper \$20,000's depending on education and experience Excellent benefits package. For best consideration, send résumé with cover letter to Personnel Services, Vanderlyn Hall, Ulster County Community Col-lege, Stone Ridge, New York 12488 by May 15, 1992. Open until filled. Members of undersepresented groups are encouraged to apply. ANEOE.

#### **QUALITY UNDERGRADUATE TEACHING**

If you want to teach, there's a college that wants you to teach first generation college students, Pikeville College! Terminal degrees and experience preferred. Anticipated openings for the 1992-93 academic year include:

**Liberal Arts College** 

Computer Science Developmental Reading and English

**Elementary Education** Librarian/Reference

Mathematics Physics with graduate minor in Mathematics Send résumé, transcripts, and letters of recommendation to:

> Dean of the College Pikeville College Pikeville, Kentucky 41501 (606) 437-3464, EOE

**COME JOIN US** ON THE MOUNTAIN TOP

#### **Suffolk Community College**

Suffolk Community College, a multi-campus institution on eastern Long Island, anticipates the following fit positions for fall 1992.

Biology/Oceanography Faculty, Master's in biology or marine biology, graduate work in oceanography req'd. Background in human biology, recent college teaching exp. preferred.

recent college teaching exp. preferred.

Chemical Dependency Counselor. Master's in health-related area, certification as Credentialed Alcoholism Counselor (C.A.C.). 3-8 yrs. clinical exp. req.d. College topching preferred.

Assistant Dean of Instruction (Science). Teaching, administrative exp. whitning of master's in autural/environmental science req.d. Candidatos will be chosen on ability to supervise, evaluate faculty; expand environmental science program; work w/ co-op ed./internship programs; implement, coundinate these programs wilocal community.

Assistant Dean for Applied Science/Technologies, Responsible for administering health sciences, business, technology programs. Strength in new program development, faculty supervision, computer systems & applications ossential. Minimum qualifications: master's in health, business, or technology discipline (earned doctorate preferred); college teaching & prof. exp. in one of identified disciplines.

Applications will be reviewed until positions are filled. Apply to Af-

Applications will be reviewed until positions are filled. Apply to Af-firmative Action Officer, Sulfolk Community College, 533 College Rd., Selden, N.Y. 11784. An AA/EO employer.

Education: School of Education, University of Missouri-Kanasa City, Clinical Assistant Professor and Field Experience Coordinator, The School of Education scens applicants for the full-time, non-tenure track position, Clinical Assistant Professor and Field Experience Coordinator, Mejor responsibilities include coordination of early field experience and attudent teacher placement in an intensively field-based teacher preparation program, working effectively with administrators and practicing teachers in partnership schools in a variety of tipben and suborban school districts, providing leadership in establishipa collaborative relationships with practificants in school elde, put experience will be given to applicants with an earned doctarise, experience in elementary and/or secondary teaching and leacher education, and evidence of a commitment to multicultural education and urban education. Applicants should send a letter of

application, vita, names and addresses of three references, and official irremeripts to Screening Committee for Clinical Assistant Professor and Field Experience Coordinator, School of Educatico, University of Missouri-Kansas City, 5100 Rockhill Road, Kansas City, Missouri et al. 12-499, Review of applications will begin May 1, 1992, and will confine until the position is filled. The University of Missouri-Kansas City is an equal opportunity employer which against and women.

Education: Assistant Professor (or instruc-tor) of Education to teach Social Studies methods and general methods courses in undergraduate and graduate secondary ed-ucation programs which emphasize theory, curriculum development, and practice within an interactive processing frame-work. Tenure-track, Ph.D. or Ed.D. with specialization locial studies education;

#### Georgia Institute of Technology in Atlanta, Georgia

announces a position available AY 1992-93

#### Director. Division of Fine Arts

The Director of the Division of Fine Arts will be administrative and academic head of the new Division of Fine Arts, charged with Implementing a comprehensive plan for promoting the arts on campus and coordinating educational programs in the arts. The Director will develop funding for new and existing programs and easist with their growth and development. Primary qualifications for this tenure track position include an extensive background in arts education and demonstrated leadership in arts advocacy. Experience in school administration also helpful. Dioctorate, near doctorate, or equivalent professional experience required. Salary commensurate with experience.

The Georgia Institute of Technology, in the heart of Atlants with 12,000 graduats and undergraduate atudents, is one of the premier public technological universities in the world. Georgia Tech has strong ties with the 1998 Centennial Olympic Games and will be the site of the Dlympic Village. A 1,200 seat Thestre for the Arts has just opened on campus.

Application review will begin immediately and continue until position is filled. Sand letter of application stating qualifications with current vita and supporting materials by July 1, 1992, to Professor Bucky Johnson, Cher., Search Committee, Georgia Institute of Technology, Music Department, Atlanta, GA 30332-0458, Phone 404/894-3193, Fax 404/853-9952.

Georgia institute of Technology is a unit of the University System of Georgia and is an Equal Education and Employment Opportunity

#### PAINE COLLEGE Augusta, Georgia

English: Tenure-track, nine month position, Ph.D. with demonstrated excel-lence in teaching. Generalist with specialty in Speech and Writing. Experience in drama highly desirable. Salary will be negotiable depending on qualifica-

Biology: Tenure-track, nine month position, Ph.D. with demonstrated excel-lence in teaching Anatomy and Physiology part I and II, Histology and Embry-ology and beginning Biology courses. Experience and knowledge of Comput-er Applications in lab highly desirable.

er Appirations in iao nigrity desirable.

Library Director: MLS from an ALA accredited institution; at least 3 years of successful administrative experience in an academic library; demonstrated knowledge and understanding of public and technical services; familiarity with the concept of collection management; evidence of experience working with automated systems, telecommunications and media programs; ability to work cooperatively with administration, faculty, and staff.

Send letter of application, vita, unofficial graduate transcripts, and three names of references with phone numbers by May 20, 1992 to:

Dr. Alfred Powell, Academic Dean Paine College 1235 Fifteenth Street

If employed, the applicant wiff be required to provide proof of identity and employment authorization as required by federal law. Palne College is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex, age, or handlcap.

#### University of Guam

The University of Guam solicits applications to estab-lish a list of eligibles for the following tenure or non-tenure track, full-time position (three-year appoint-

EXTENSION AGENT II \$40,498-\$58,982 Per Annum

Minimum Qualifications: A Master's degree in Agricultural Marketing or closely related field is required. Destrable Qualifications: Undergraduate degree in Agriculture, Horticulture, Ag. Marketing, Ag. Economics or related field; experience in Tropical Agriculture; experience in Extension.

Submit current vita, an official transcript direct from the institution awarding the highest degree and unofficial transcripts of other degrees earned, three current confidential letters of reference sent directly from persons knowledgeable about the applicant's academic and professional performances, and request for official application to: University of Guam, Frank J. Cruz, Chair, Extension Agent II (ANR) Search Committee, c/o Personnel Services Division, UOO Station, Mangilao, Guam 96923. Application Deadline: July 31, 1992 (postmarked), For more information, call (671) 734-9109/9535 or call Dr. John Rider toll free at 1-800-821-9233.

ABD considered. Classroom teaching experience required. To apply, please send letter of application, resume, transcripts, and three fetters of recommendation to M. Jensen, Director, School of Education, State University of New York-Genesco. Blake C. Genesco, New York-Genesco.

minoprities are encouraged to apply.

Education: Morningside College, Tenuretrack assistant professor of education. Dutles include teaching counseling courses an
well as undergraduatelyraduate teaching
preparation courses, supervision of smaluate practicum students and studend teachers as well as coordination of community
based projects with K-12 students. Ph.D.
or Ed.D. In school counseling preferred.
College teaching experience desired. Commitment to liberal arts education is essenital. Minorities are ancouraged to apoly.
Applications will be reviewed in order of
recapts. Send letter of application with vita,
official transcripts, and three current letters of recommendation to: Dr. R. Franklin
Terry. Vice President for Academic Affairs. Morningside College, 1901 Morningside Avenne, Stoux City, Iowa 5 106.
Morningside is an Equal Opportunity, Afthrmative Action Employer.

Educations Faculty, Northwestern College.

should be in special education; teaching assignments may also include early childhood, science methods, media materials,
secondary methods, or philosophy of education, Responsibilities also include superyisloo of student teachers, student advisins, and perhaps directing a small master's
seroursm in elementary education. Minimoun requirements include a master's degree in education (doctorale proferred), elsmeotary education of secondary teaching
caperiones, and an evangelical Christian
faith commitment. Northwestern College,
with a rich heritage in teacher education, is
a Christian liberal arts college of 1,000 students and is affiliated with the Reformed
Church in America. Send résumé by May
25 to Dr. Robert Zwier, Vice President for
Academic Affaira, Northwestern College,
Orange City, Iowa 51641.

official transcripts, and three current letters of recommendation to: Dr. R. Franklin letry. Vice President for Academic Adv. fairs. Morningside College. 1501 Morningside College. 1501 Morningside is an Engal Opportunity. Affirmative Action Employer.

Education: Tenure-track opening for Elementary Education Generalist to teach mentary Education Generalist to teach mentary

Adams State College ALAMOSA, COLORADO 81102 2555550000000000000 lowa, 3 hours west of Chicago and Milwau-kae amidst the picturesque rolling hills of the upper Mississippi River. Williagness to engage in scholarly activities including col-laboration with local schools. Require-ments: Ph.D. or Ed.D., teaching experi-ence in elementary school settles, and demonstrated commitment to multicultur-alyziobal education. Starting date: August 20, 1992. Position open until filled. Send cover letter, resume, three letters of terfer-ence, sradunte school transcripts, and copy of teaching license to Gerrude Ann Sull-van, BVM, Ed.D., Vice President for Aca-demic Affairs, Clarke College, 1550 Clarke Drive, Dubuque, lows 52001. EOE/AA.

Education: Teacher Education. Assistant Professor, Tenure-track, The University of Cincional Initiative for Teacher Education (CITE) through the Department of Curricu-

# **BULLETIN BOARD: Positions available** PALOMAR COMMUNITY COLLEGE DISTRICT THE BEST

#### RADFORD UNIVERSITY

#### Director of **Academic Computing**

tollowing positions:

Director of the Library/Media Center and Educational Television Academia administrator responsible to the Vice President to Intervision The Director provides leadership and direction to the Unaylike Center Including the Learning Resources Center, Audio/Naul Series and Computer Aided Instruction and to the Educational Television Provident Instruction Series and Production, Cualifications required MA accredited MLS or equivalent; one year of administrate expenses and Library direction or administration; experience with educational television, of distance learning, television or video programming or mets us vices. Salary Range: \$56,316.568,592 (pending Governing Board sproval). Letter of Application, Palomar Codlege Academic Application, Ressume and Transcripts required. Position Glosse: 430 pa, 5720/92. Radford University invites applications and nominations for the position of Director of Academic Computing. The Director of Academic Computing will manage a rapidly growing networked distributed computing environment, serving the diverse instructional and professional interests of faculty, students and staff at an institution that emphasizes teaching. The Director will be involved with planning at the university and departmental levels and must have vision and insight to provide leadership in integrating information technology into the learning environment. This hands-on management position reports directly to the Vice President for Academic Affairs.

position reports directly to the Vice President for Academic Alfars.

The current academic computing environment consists of a TCP/IP network that connects ten buildings with four more to be added this summer. The network connects several departmental and academic computing Sun filtervers, Sun and Iris workstations, Macintosh and PC networks and provides general software and mail support to student laboratories and faculty offices. Ample modems, comservers, and switching devices give access for on and off campus users. Any faculty, staff or student may have a userid on one of the network fileservers. This network also interfaces with the university administrative computer system, facilitating communications throughout the university community.

throughout the university community.

QUALIFICATIONS: The candidate must have knowledge of all aspects of a sophisticated networked multi-vendor distributed computing environment. Demonstrated ability to effectively manage an academic computing organization serving diverse interests represented by professional, technical, and student groups is required. The caudidate must possess strong oral and written communications skills and the ability to develop and properly man-

age budgets.

A master's degree in Computer Science, Information Systems, or a related area and significant experience in managing and planning for academic computing technology resources in a networked distributed computing environment is essential. The candidate must have extensive experience with the Unix operating system (preferably with Sun OS) and TCP/IP networking. Knowledge of multimedia, common academic software (such as Maple, SAS, SPSS, WP etc.), Macintosh networks, and PC systems is desirable. Radford University is a comprehensive coeducational state institution with 9000 students. The University offers bachelor's, master's and educational specialist degrees. The campus is situated near the Blue Ridge Mountains forty-five nules southwest of Roanoke, Virginia.

The position is a non-tenured administrative/faculty position and is available July 1, 1992. Rank will be commensurate with candidate's qualifications and experience. The salary is competitive. Candidates must send letter of application, résumé, undergraduate and grad-uate transcripts, and three current letters of reference to:

Dr. Steven K. Pontius

Chair, Director of Academic Computing Search Commutee
P. O. Box 6940, Radford University
Radford, Virginia 24142

Review of applications will begin May 12, 1992 and continue until position is Radford University is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply.

# 

#### DIRECTOR OF BUDGET Lincoln University of Missouri

(Code # 0104)

Lincoln University of Missouri is seeking experienced applicants for the position of Director of Budget. The Director of Budget reports directly to be Vice President for Business and Finance and will be responsible for preparing, monitoring, controlling, verifying, and distributing the University's budgets for all funds. The Director will consult with, and advise all internal constituent groups relative to budget matters and resource allocations and utilization; analyze and summarize budget justifications; prepare reports and analyses; supervise the staff within the unit; and serve as a liaison for the Business and Finance Office relative to the planning/budget process.

QUALIFICATIONS: A Bachelor's Degree in Accounting or Business Ad experience in an educational setting is highly desirable. Viable candidates must have: I) demonstrated knowledge of general accounting principles; 2) demonstrated knowledge of general accounting principles; 2) demonstrated managerial and supervisory experience; 3) proven experience in developing, monitoring, and controlling budgels; 4) computer skills; and 5) good oral and written communication skills.

Salary and benefits package are competitive. The anticipated start date for this position is July 1, 1992. Screening will commence on May 29, 1992, but nominations and applications will be accepted for consideration until the position is filled.

APPLICATION PROCESS: Send 1) letter of application; 2) current resume; and 3) names and addresses of three references to: Personnel Office Lincoln University

102 Young Hall Jefferson City, MO 65102-0029 Immscripts and three (3) letters of recommendation will be required of all

complete credential files (vite, transcripts, plas at least three letters of reference) though of the description of the complete continues the complete continues of the cont

Educational Foundations: School of Liberal Aris and Education, Hampton University, Hampton, Virginal, Position: Assistant/Assisciate Professor of Educational Foundations, Department of Educations, Beginning Liberal, Assistant 1922. Qualifications: Ph. D. in tocks, Assistant 1922. Qualifications: Ph. In tocks, Assistant 1922. Qualification: Sequential Content of International Content in the Content of International Content of International Content of International Content of International Condensitions and relational Content of International Condensitions and International Content of International Condensitions and International Content of International Condensitions and International Content of International Condensitions Inter

uons: Postiton is a nine-month, tau unive, temure track appointment. Summer instruction and other aummer employment available. Salary and rank commensurate with experience, Application Procedures: Interested candidate about send a letter of application, curriculum vitae, official copies of graduate and undergraduate transcripts, and three professional letters of reference to: Dr. Carlion E. Brown, Dean, School of Liberal Arts and Education, Hampton University, Hampton, Virginia 23668. Application deadline is June 8, 1992. Hampton University is an Equal Opportunity institution and an Affirmative Action Employer in compliance with all Civil Rubats laws, including Title IX of the Education Amendment of 1972 and Section 590 of the Rehabilitation Act of 1973, as amended. (Position will be filled subject to funding approval.)

Education/Elementary Education: College of the Ozarks invites applications for a new position in elementary education beginning August 24; rank and salary commensurate with experience. Doctorate preferred, ex-perience at public school level and commi-ment to excellence in teaching required. Send letter of application, vine, transcripts and three letters of recommendation to

#### **FUNDRAISER**

#### **Executive Director** of Development

**NEW YORK CITY** TECHNICAL COLLEGE FOUNDATION

The City University of New York

Applicants should be experienced in annual giving, special events, corporate and foundation relations, and major gifts. Experi-ence working with boards of directors is a plus. Appli-cants should have bache-lor's degree, a minimum of five years fund-raising experience, strong managerial skills, and excellent ing abilities.

The director is responsible for planning, implement-ing, and evaluating a com-prehensive fund-raising program for New York City Technical College and its

The position reports to the president of the college and to the chairperson of the foundation. Salary is

Send letter, résumé, salary history, salary require-ments, and writing samples to: Ms. O. Saunders; N.Y.C.T.C. Foundation; 300 Jay Street, Room N308; Brooklyn, NY 11201. Appli-cation deadline is Friday, May 8. EOE/AA.

New York City Technical College The Life Laborator of Sam Soft

# LEADERSHIP OPPORTUNITIES

in Central California

#### MANAGEMENT POSITIONS:

■ Director of College Activities - Fresno City College

SELECTION CRITERIA: Includes a master's degree, extent of experience in positions requiring public contact; extent of experience organizing group activities; extent of experience preparing and managing budgets; extent of fund raising experience; extent of experience working with individuals of various cultural backgrounds.

DUTIES & RESPONSIBILITIES: Under the general direction of the Dean of Students is responsible for oversight and coordination of the College Center, develops and implements student life activities; schedules events in the College Center, identifies. recruits and trains student club and organization leaders; develops and implements a student leadership program; serves as liauson with community agencies having an interest in student activities; authorizes student organization sales and other fund-raising activities; coordinates the development of and supervises the procedures and activities of the student clubs and organizations, serves as advisor to the associated student body and its various committees; maintains responsibility for the administration of the associated student body budgets and report of student activities to the Dean of Students; coordinate

participates as a resource member of Augmented President's Cubinet. COMPENSATION: Salary is \$54,660 to \$68,880 based on amount of experience;

plus \$1,044 for an earned doctorate. ■ Associate Dean of Instruction / Technical- [3

Industrial Division - Fresno City College

and administers the social, cultural, and recreational co-curricular programs, and

FXYE MINIMUM STANDARDS: Includes a master's degree in any occupational or technical area or a bachelor's degree in any occupational or technical area and a master's

DUTTES & RESPONSIBILITIES: Recommends to the dean of instruction schedules of teaching assignments, class and room assignments; monitors the enrollment in classes and makes adjustments as appropriate according to registration trends and fiscal demands: serves in a finison capacity between the faculty of the division and the

THE DIVISION: Over 35 programs, 40 full-time instructors and 80 part-time staff members. Included in these offerings are the Ford ASSET and General Motors ASEP automotive programs, automated technologies with an Advanced Technology Center, a series of apprenticeship programs and a residential construction program. Additionally, the division houses both Police and Fire Academies and a large, off-site, non-credit, open entry Vocational Training Center.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus

Filing Deadline: 6/1/92 Starting Date: 7/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

#### **DEPARTMENT OF DEFENSE** POLYGRAPH INSTITUTE

STATE

CENTER

COLLEGE

DISTRICT

COMMUNITY

Full-Time Research Positions Available in Physiological Detection of Deception

The Department of Defense Polygraph Institute (DoDPI) is currently looking to fill three positions: two GS-11 positions, Salary Range: \$32,423-842,150; and one GS-13 position, Salary Range: \$46,210-860,070. Persons applying for the GS-11 position should have training and experience in the use of statistics, computer assisted physiological data collection, and

Persons applying for the GS-13 position should have training and experience as listed above as well as the ability to engage in and develop independent

physiological detection of deception/concealed information.

Contact Dr. Berbare Carlton, DoDPI, (205) 848-4584 for more information.

Direct requests for applications or to submit completed SF-171's to Cdmr.,

USACMLS&MPCN&FM, ATIN: ATZN-CPR, Ft. McClellan, Al. 362055000, POC Ann Vaughn.

CLOSING DATE: May 15, 1992.

Kenton C. Olson, Dean of the College, Col-lege of the Ozarks, Point Lookent, Missou-ri 69726. The College of the Ozarks is a annii liberal arts, work study college with a tradition of commitment to Christian faith and service. The position will remain open until filled. An RO/AA Employer.

Electronic Engineering Technology: Assistant Professor: Kanses State University-Santan, College of Technology is accepting applications for Assistant Professor of Electronics Engineering Technology. Technology: ing experience. Letters of application and | tions: Position is a nine-month, full time. track. Responsibilities: provides instruction in classroom/leboratory, seademic advisins, course development, faculty committee aspianments and college support activities. Becalaureate dearee (master's preferred) in the fact of teachins responsibility is a minimum requirament. Two years of teaching asperience and tractive years' related industrial experience required. Professional relativistical experience required in the Regulativistical expensional professional professional professional professional professional form of the professional references (namety addresses/phone numbers) to: Thomas P. Creech, Department Head, Department of Technology, ASU-Salina, College of Technology, ASU-Salina Avenue, Salina, Kansas 67401, Application deading: June 15, 1992. Kansas State University is an Equal Opportunity Employer. Minorides and women and other protected group members are encouraged to apply.

Hectronics: Pull-time Ricetronics instruction, B.S. in Electronics/Ricetrical Entiresimen, Master's Degree preferred, Mile, physical Research, Master's Degree preferred, Mile, physical Research

mum of two years' recent work experience in Telecommunications, Robotics, Electromechanical Robuting Machineser.Controls. Start on Robuting Machineser.Controls. Start on the Experience. This is non-tenure track (at present). Dendine May 15, 1992. Send résumé to Dr. Wallace Shaftun, c'o Clayton State College, P. O. Box 283, Morrow, Georgia 30200. Am Affirmative Action, Equal Employment Opportunity Justitution. Georgia is an oped records state.

tenure-rack position to teach mace rareaunet and graduate courtes with emphasis in
elementary school methods, involves studed advisument and participation in the rededus of the elementary education pregram. Doctorate in Elementary Education,
public schools teaching experience, and
background or training in curriculum developmentariated that design required. Send
application to Dr. Kenneth Coprey, Academic Dana, Outney College, 1800 College,
Quincy, Illinois 63301. Deadline: May 20,
1992. EOK.

1992. EOR.

ElementarySpecial Education: University of Arkanna at Little Rock. The University of Arkanna at Little Rock seeks qualitied applicants for a temre track position at the rank of Asalstant Profussor. The position will beep August 1992. Earned doctorate, preparation in Elementary with a beckground is Special Education and at least three years of teaching experience required in Elementary Education. The appointee will teach, supervise attendent teachers, advise graduate and undergraduate shedents, serve on commutitiers and develop a record of service and achelently productivity, Application deadlikes: Jame 1, 1992. Send latter

#### **University of Maryland College Park** Libraries

#### LIBRARIAN I

**BIBLIOGRAPHER FOR THE LIFE SCIENCES** The University of Maryland College Park Libraries invites applications for the position: Librarian I, Bibliographer for the Life Sciences.

RESPONSIBILITIES: Provide direct support for campus teaching and research by developing library collections in: Animal Sciences, Botany, Zoology, Biological and Agricultural Sciences, Food Science, and Medicine. Nature of collection development work includes: analysis of collection for strengths and weaknesses; formulation and application of collecting policies; monitoring of expenditures; developing and maintaining close working relationships with faculty, staff, other library users and book trade; coordinate collection management activities of selectors in allied discinings.

QUALIFICATIONS: Required: ALA-accredited Master's degree in Library Science. Graduate degree in the sciences. Working knowledge of one of the following languages: French, German, Italian, Russian or Spanish. EXPERIENCE: Required: Minimum 3 years' experience in collection development. Preferred: Collection development experience in ARL Ubrary (collection analysis, policy formulation and application): experience with the book trade; demonstrated ability to deal successfully with a broad range of library functions and clientele. Excellent oral and written communication skills.

SALARY: \$29,702 minimum. Salary commensurate with experience. Excellent benefits. For full consideration, submit resumed and names/addresses of three references by June 30, 1992. Applications will be accepted until position is filled. Send resume to: Ray Foster, Personnel Librarian, Library Personnel Services, McKeldin Library, Univ. of MD, College Park, MD 20742-7011.

THE LINIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER, MINORITIES ARE ENCOURAGED TO APPLY.

Emphreering: School of Engineering. Roger Williams Collage, Bristof, Rhode Island, invites applications for a rocalion in the School of Busineering beginning Fall 1992. Applicants should have a strong commitment to undergraduate teaching and should possess excellent communication skills. Dutter include taching uniquelon skills. Dutter include taching basic capiaceting courses plus M.E. courses within an area of specialization, preferably in Thermodynamics, Fluid Mechanics, Hear Transfer, A

of application, résumé, three latters of recommendation to: Dr. Calvin Johnson, Chairpernon, Search Committee, Department of Teacher Ruccalon, University of Arkanasa at Little Rock, 2801 South University of Arkanasa at Little Rock is an affirmative action, espail opportunity employer and actively seeks the candidacy of minorities and women. Under Arkanasa investigations are subject to disclosure.

English: Assistant or Associate, tentra-track, 19th century British scneralist, be-sinning Fall 1992. Scholarly productivity and excellence in testishing are required for tenure. Send a letter of application, a vita, and three recent letters of reference to Mi-chael Kearns, Chair, English Department, University of Teass of the Permian Basin, Odesso, Texas '9782. We that receive your materials by May 20. AA/EOE.



and multicultural education.

**ASSISTANT DIRECTOR OF** 

**HOUSING FOR RESIDENCE LIFE** 

The Assistant Director of Housing for Residence Life serves as a

The Assistant Director of Housing for Hesidence Lie serves as a member of the senior management team and is responsible for all residence life functions in the residential system at Georgia Tech, including apartment housing. We prefer a Master's degree in Student Personnel, Counseling, or related field with five years post master's experience in Student Services supervising professional support staff. Must demonstrate strong verbal and written com-

munication skills, and have a strong commitment to co-curricular

The successful candidate reports to the Director of Housing, and assumes responsibility for delivery of the Residence Life program including coordination of the recruitment, selection, supervision, training and evaluation of two Area Coordinators, seven Assistant

Area Coordinators, four Resident Managers and 130 Resident

Assistants. In addition, the Assistant Director is responsible for the

Assessmins. In acquiori, the Assessmit Director is responsible for its advisement of the Residence Hall Association and the Judicial System, coordination of the Psychology 4902A course, and liaison with other campus offices. These responsibilities should be performed in a manner which compliments the broader mission of Georgia Tech to provide a high level of student service in resort colliner facilities.

As Georgia Tech prepares to be the Clympic Village for the 1996 Centennial Summer Clympic Games, the residence hall system will expand from 4500 to 8000 bads by July 1, 1995. The residence

hell system is currently undergoing dramatic changes focused on creating effective student support systems and integrating

academic and educational experiences throughout the system.

Position available, June 1, 1992. Applications accepted until posi-tion is fillted. Send letter of interest, resume, and names, addres-

ses, and phone numbers of three references to Ms. Mary C. Haynes, Office of Human Resources, Code: MCH80, Georgia inattute of Technology, Atlanta, GA 30332-0435. Georgia Tech offers competitive salaries along with an outstanding benefits package.

Georgia Tech is an Equal Opportunity, Affirmative Action Employer. Women and minorities are strongly encouraged to apply.

-Georgia Tech-

**ALCORN STATE UNIVERSITY** 

Internal Auditor

#### **EMORY UNIVERSITY**

#### Director of Student Activities

Emory University seeks applications and nominations for the position of Director of Student Activities. A major research university located in Atlanta, GA, Emory includes a liberal arts program in the college, a Graduate School of Arts and Sciences, as well as Professional Schools.

The Director of Student Activities acts as Assistant Dean for Campus Life and reports to the Vice-President and Dean for Campus Life. The job responsibilities emphasize campus programming particularly in the areas of leadership and volunteerism. Significant effort is given to issues of ethnicity, gender, and sexual orientation. The office additionally advises most student organizations and helps coordinate script events. coordinate social events.

The Director oversees Volunteer Emory, a student-led volunteer program, and the Office of Gay, Lesbian, and Bisexual Student Life. Program, and the Office of Cay, Leadian, and Disease Student Line.

He or she also supervises two other professional staff persons within the Office of Student Activities, with attention to their professional development. Other aspects of the position include preparation and presentation of the department budget, participation in Division and University-wide committees, and non-standard work hours.

To apply, submit a résumé and cover letter to:

Barbara A. B. Patterson Chair, Director of Student Activities Search Committee Drawer PP Emory University Atlanta, GA 30322

APPLICATION/NOMINATION DEADLINE: MAY 22, 1992

The cover letter should include such items as research interest areas, descriptions of successful programmatic models and philoso-philes from applicant's experience, and training and skills involving issues of diversity. Three to five years of experience in the field of Student Activities required. Ph.D. preferred.

EMORY UNIVERSITY IS AN EEO/AA EMPLOYER

#### **Assistant Director**

The College of Arts and Sciences is seeking to fill a full-time Assistant Director position in the Admissions Office, with a starting date of August 1, 1992.

The Assistant Director recruits applicants from assigned geographic areas, and chairs the Selection Committee for those regions. The Assistant Director plays an important role in the recruitment, selection, and advising of students of color for the College. This position is also responsible for coordinating on-campus recruiting, and undergraduate academic advising.

Ing.

Candidates should have a minimum of 3 years' experience in admissions, teaching or related areas. Background in mariott research, admissions travel, recruitment and selection, and academic advising of students of color is particularly desirable. Candidates should also have excellent interpersonal skills, communication and organizational skills, and should deallonstrate contributed to the philosophy of a liberal arts education. Liberal Arts MA required: a PL.D. and fluency in Spanish are preferred. Send cover letter and two resumes to Search Committee: Dept. A1601-Q. Staffing Services. Cornell University, 160 Day Hall, Ifhaca, NY 14653-2601.

NIVERSITY

#### GRANTS ADMINISTRATION

Grants and Contracts Administrator. Calliarnia State Los Angeles, University Auxiliary Services is seeking an experienced Grants and Contracts Administrator. Must have extensive knowledge on Federal. State and Local regulations governing Grants and Contracts. Background in billing and reporting of expenditures. College degree required or equivalent experience. Mail/lax résume to: University Auxiliary Services, Auxiliary Human Resources/USU 308, 5154 State University Drive, Los Angeles, California 90032; Pax: 213/228-0438. EOE/AA/Title IX Employer.

Englisht Two tenure-track positions, effective Saptember 1, 1992, for senerations to taach composition, introductory literature. Required: doctorate in English, teaching experience and academic training appropriate for position. Desirable: secalization in rhetoric/composition, literative constituent on the provided provided the provided provided the provided provided the provided provide

25. 1992. tot Denn Dayld M. Teytor Livingstone University, Sintion 23, Livingstone University, Sintion 23, Livingstone University, Sintion 23, Livingstone, Alnhama 35470. No consideration will be siven to incomplete applications. English: Visiting Assistant Professor of Composition/Rhetoric. One year appointment beginning August, 1992 of University of Kennucky. Position includes teaching a standard level history/methods of rhotoric for new teaching assistant and upper level aspository writing courses; three courses per semester. Ph.D. and leaching experience required, Applicants should send letter of application, vila, joiers of reforence, and transcripts to David Durant, Chair, Department of English, University of Kentucky, Lexington, Kentucky 4030e by May 11, 1992. Women, minorities are escouraged to apply. AA-EOE.

English: Tention Testing Service in the literature and Writing Composition for equilibriation and strable; in literature and Writing Composition for equilibriation of Course in the Literature and Writing Composition for equilibriation and strable; in literature, longuage, or rifefore and composition or equilibriation of characteristic and composition or equilibriation of characteristic in the composition of experiments in the literature and Writing Course, in case and anterior of equilibriate continues and composition to require and a result of the literature, longuage, or rifely in composition or equilibriate continues and composition of

English: Tenting track position, rank open. Arth of competence; composition and seneral introductory literature courses. Area of specialization: modern and contemporary literature. Ability to teach courses in non-western literature a plus. Ph.D. re-

English: North Central Michigan College (a community college), is seeking applicants for a full-time English facility position to teach composition, illegature, developmental and one oilernate subject, beginning Austral and one oilernate subject, beginning Austral and 21 1992. Preferred qualifications are a

# HEARTLAND COMMUNITY COLLEGE

#### **Director of Institutional Computing**

The newest community college in Illinois is accepting applications for the position of Director of Institutional Computing. We are seeking an enthusiastic, hard-working team player who is dedicated to developing Heartland Community College into the premier community college. We prize a can-do attitude, a willingness to pitch in, and the ability to relate well to a broad range of co-workers.

The Director of Institutional Computing manages all aspects of institutional computing, including faculty and staff instruction, and the integration of decision support systems and telecommunications. Must possess strong interpersonal and communication skills. Reports to the Vice President of Business Services. Tentative appointment date is July 1, 1992.

Qualifications: Bachelor's degree required; master's preferred; experience with microcomputer network systems required; community crillege or management information systems experience strongly preferred.

agement information systems expertence strongly preceding to the best community in Illinois in which to live, and ranked 48th nationally, has a population of about 95,000. It is located in the geographical center of Illinois, approximately 135 miles southwest of Chicago and 160 miles northeast of St. Louis, and is easily accessible by car, train, or plane. The twin-city metropolitan area combines a diversified and stable economy with educational and cultural opportunities provided by two universities. Application: Letters of application and resumes should be sent to:

Coordinator of Human Resources (Interim) Heartland Community College 1540 East College Avenue Normal, IL 61761

Review of applications will begin immediately and continue until the posi-tion is tilled. Heartland Community College is an Affirmative Action, Equal Opportunity Employer. Women, minorities, and the disabled are encour-aged to apply.



#### **DIRECTOR OF FIELD EXPERIENCES Special Education Faculty Position**

The School of Education seeks a uniquely talented individual with experience in field-based teacher education and an earned doctorate in Special Education beginning August 1992. The position will involve coordination of field experiences in all programs and teaching in a rapidly growing concategorical undergraduate Special Education program at an NCATE-accredited institution. The successful candidate will have demonstrated competency in college teaching, clinical supervision, Italion with school-based sites and public school teaching experience in early childhood or elementary education. A commitment to the use of computers in teaching and research is essential. Candidates with experience in partnerships with public schools will be preferred. The ten-month position is eligible for tenure track, at the Assistant Professor level.

The School of Education has been educating teachers since 1981 and is by its present mission dedicated to providing leadership in computer technology to pre and inservice educators. The Teacher Education programs are housed in historic East Hall which contains an 1881, a Machinoth, and an Apple lab. Faculty have access to micro, mint and maintaine facilities through a local area network, in this setting, the new taculty member will have an unparalleled opportunity to advance innovative undergraduate leacher education.

Dakota State University is located in Madison, South Dakota, approximately 50 miles northwest of Sloux Falls in the southern lake region of the state.

Submit a letter of application, vita, and names, addresses and telephone numbers of three references to: Chair, Director of Field Experiences Search Committee, School of Education, Dakota State University, Madison, SO 57042. Consideration of applications will begin May 15, 1992, and will continue until the position is filled. bled applicants are invited to identify any necessary accommudations required in the lication process. DSU is an equal opportunity employer.

Minority Affairs College of Engineering

UIC The University of Illinois at Chicago Responsibilities include: overall administration of staff, development and implementation of recruitment and retention strategies, industrial relations and program valuation. Graduate degree plus minkrum personnel of minimum two years experience in administration required.

eperience working with African-America atino, and Native American students is The preferred starting date is Fall 1992. Review of applications begins June 15. Forward materials to:

Chair, Search Committee for Director of Minority Allaina College of Engineering (M/C 159) Box 4348 Chicago, Minola 60680

The University of Stinds is an Allbreake Assen/Equal Opportunity Employee

quaster's in Healish; minimum quaitifica-tions are a bacholor's with no less than 20 hours of Buglish, plus 20 hours to instruct in an alternate subject; Speech, Mathemat-ica, Paychology, Business, Submit curren réatupe, copies of transcript (to be followed by official transcripts from insuling institu-tions by June 12th), three loiters of recom-mendation, and list of three work refer-ences to: Arthur Francis, Dean of Instruc-tion, Morth Central Melinan College, Pe-ioskey, Michigan 49770, Deadling is May 22, 1992.

English: Instructor of English, teach at least three composition classes to undergraduate students and develor a sectingly witing course. Qualifications include Master's de-

DIRECTOR OF **ANNUAL GIVING** 

> Western Washington University

Administer programs for recognition, cultivation and solicitation
of annual donors, Duties include
management of phonathons, direct mall and Presidents Club
drive. Bachelor's degree and
three years' experience in fund
raising required. Must have excellent oral and written communication skills with knowledgeof computerized mint systems
preferred. Salary commensurate
with qualifications / experience.
Send letter of application, resumé, and names of three refersumé, and names of three refer-ences to Jean C. Rahn. Director of Development, Western Wash-ington University. Bellingham, WA 98225-9034.

erec in English, college level traching expe-plence preërred, Please call Snow College Priponed Office (801) 283-48021, extension 276 for application instructions. Snow Col-lege, 130 Bast College Avenue, Ephraim, Utah 84627.

Cuan 94517.

English/willing: Creative Writing. Visiting indirector or Visiting Assistant Probastor. The Department of Roughls it seeking a replacement for a faculty member on leave for the 1922-93 academic year. This is a renewed for the following year. This is a renewed for the following year. This is a renewed for the following year. MA or illow required. University revel teaching entered in required. University revel teaching entered in required. University revel teaching entered in the results of the resul

DIRECTOR merican Academy of Nursing (AAN)

#### AN ORGANIZATION YOU CAN WORK FOR WITH PRIDE

We currently have an excellent full-time opportunity available for a well-organized, highly skilled professional at our new headquarters in Washington, D.C.

Reporting to the Executive Director of the American Nurses Association, you will be accountable for all operations of the academy, (i.e. scientific, policy, financial, and administrative activities), in accordance with the policy directives of the AAN Governing Council. In addition, you'll act as a professional health policy liaison with ANA and other private and public agencies concerned with the formulation of health policies, and advise the Governing Council and academy fellows on emerging trends and issues relevant to the future oriented health policy initiatives of the academy.

Successful candidate will be a Registered Nurse with a Successful candidate will be a Registered Nurse with a Doctoral degree and 15+ years of nursing experience in a leadership position demonstrating nationally recognized scholarly achievements, health policy experience and success in fundraising. You'll also have extensive knowledge of health science, health policy and health care delivery issues as they relate to nursing practice as well as superior interpersonal, communication, and writing skills.

Interested and qualified applicants should forward resume with salary expectations to: Mary Osbourn, 600 Maryland Ave., S.W. Suite 100 West, Washington, D.C. 20024. EQ. M/F/H/V.

#### COORDINATOR/DIRECTOR Student Development Programming Franklin College

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Will coordinate activities in connection with a new campus-widepe-sonal development program designed to enhance students awar-ness of current events and culture, career preparedness, illestylepis-ning, and communication and self-presentation.

Requires very strong organizational skills, knowledge of issues related to the program themes, superior teaching and mentoring skills and commitment to holistic education. We seek a person who ar relate well with a variety of constituent groups within and outside of the academic community; a (cam player who can help to integrate curricular and co-curricular offerings of the institution.

A facilitative statutors by an appropriate discipling to required a first

A Bachelor's degree in an appropriate discipline is required; a flater's degree is preferred. Experience may be considered in lieu of the fluster's degree. Special consideration may be given to persons who have expertise in organizing formal events, and who have knowledge of families of the consideration. of business, cultural and governmental protocol.

Candidates should send a letter of application, résumé, and be names, addresses and phone numbers of at least three referenceste 'ls. Nancy Wright, Director of Human Resources, Frankin College, 50 E. Monroe St., Frankin, II 46131. Applications received by May 15h 1992, are assured consideration.

Franklin College is committed to a policy of nondiscimination of the basis of color, handleng, race, religion, see, and national original any of its programs, offerings or in its employment practices. Women and minorities are encouraged to apply.

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Director of the Library

Lead a team of energetic professionals as we automak, design, and construct a new library facility. If you have a master's degree in library science from an ALA-approved school and the requisite experience and personally, you might be our person! Application review will begin on May 15, 1992. For more information, write to:

Moun's COLLEGE Spansored by the Sisters of Morcy

L L E G E

Vice Pres. for Academic Affeire
c/o Mrs. Kathy Musaelman
Mount Aloysius College
1 College Drive
Cresson, PA 18630

polications from women and members of mi-mority groups especially encouraged. Sala-ry negotiable. Our full quarter begins in mid-September, 1992. Please address letter of application, curriculum vitae, and two letters of recommendation to Professor Pa-tricia Harkin, Chair, Search Commissee. tricia Harkin, Chair, Search Committee,
Department of English, University of Toledo, Toledo, Ohio 43606-3390. Review of
applications will begin on May 1, 1992. The
University of Toledo is an equal opportunity, affirmative action employer.

Evaluation / Research: Data Analysi/Research Associate, Immediate long-term position on USAID-contract project evaluation team. Should have graduate degree in acciology, international affairs, public policy, or other related social science, and experience in survey methodology, question-naire design, and statistical analysis with emphasis on report production. Proficeocy in Spanish required. Superior writing skills and strong quantitative deta analysis skills essential. Betails some international exercise to DARA Aguirre International. Salary based on salary history. Send resumé to DARA Aguirre International. 1735. North Lynn Street, Salar 1000. Rossiya, Varguita 2209, no later than May B. PAX: 703-323-7112. EQE.

Facilities Planning Old Domision with the virtues applications for the position of the position of the position of Directors of Facilities Flanadus. Specific responsibilities include administering as a proposal programmer of the University. This position shall see a few the University. This position shall see a few the University. This position shall see a few to the University. This position shall see a few to the University. This position shall see a few to the the thin the University of the President of Administration and Finance and the Administration and Finance and the two various facility planning and design and space utilization issues. Qualification and space utilization funds a personal administration of the proposal seed of the production of the commentation of the production of the production

**BULLETIN BOARD: Positions available** 

#### **Management Staff Positions**

The American Assembly of Collegiate Schools of Business (AACSB), the professional association and accrediting agency for collegiate business education, seeks additional staff members to assist in the implementation of its new accreditation standards.

1. Professional staff position to supervise training development and implementation for all aspects of accreditation. The individual will work closely with volunteers, other staff membera, and consultants to create training programs to acquaint reviewers, committee members, and school representatives with the philosophy and practice of the

Desired qualifications include master's degree; excellent communica-tion skills (writing, speaking, and listening); demonstrated project or-ganization and management skills; experience with executive or pro-lessonal education. Position to be filled as soon as possible.

fessional education. President to be made as soon as possible.

2. Professional staff position to assist in the administration of AACSB accreditation. The individual will work closely with volunteers and other staff members to organize the work of visit teams and committees and to help schools understand the standards. The individual will become part of the staff process to monitor accreditation and to create quality assurance and quality improvement activities.

Desired qualifications include master's degree; excellent communica-tion skills; experience with higher education and business education. Position to be filled July 1, 1992. Salary commensurate with qualifications and experience; excellent benefit Send letter of application, resume, and list of three references by May 8 to:

Director of Accreditation AACSB 605 Old Ballas Road, Suite 220 St. Louis, MO 63141-7077

# HOLLINS

#### DIRECTOR OF THE ANNUAL FUND

Hollins College seeks qualitied candidate for the position of Director of the Annual Fund. Hollins is a selective liberal arts institution located in Roanoke, Virginia with a total student population of 1,000, of which 770 are undergraduate women. The Annual Fund raises in excess of \$1.3 million of unrestricted funds each year, with over 40 percent alumnae participation.

The Director is responsible for a comprehensive Annual Fund program including developing, implementing, and evaluating personal solicitation of \$1,000-\$10,000 gifts, gift clubs, direct mail, phonathons, reunion giving and parent programs. Successful candidates will have a proven record of productivity, and staff/volunteer motivation; writing and communication skills a plus. Experience in annual furth programming is advantageous with higher education experience preferred. The Director will be key in positioning the College for an upcoming capital campaign.

Letters of interest, résumés and personal references should be sent by May 15, 1992 to:

Marianne R. Koperniak Director of Personnel Hollins College P. O. Box 9658

Hollins College is an equal opportunity employer.

ereaces to: Mr. Richard A. Staneaki, Vice President for Administration and Finance, Old Dominion University, Norfolk, Virain-ta 2379-0014. Old Dominion University is an Affirmative Action, Equal Opportunity Employer and requires compliance with the Innularation Reform and Control Act of 1986.

family Shadiea/Human Development: Cornell University: Director, Pamily Life Development Center and Professor/Associate Professor, Human Development and Family Studies. The College of Human Ecology and Department of Human Development and Family Studies at Cornell University invite applications for a sentor level position as Director of the Family Life Development and Family Studies as Associate or Foll Professor. Starting date: July 1, 1993. The Family Life Development of Human Development and Family Studies as Associate or Foll Professor. Starting date: July 1, 1993. The Family Life Development Center is a well-stabilished unit of the College, dedicated to Improving the well-being of vulnerate third and their families by addressing the psychological, familial, social, and ecological factors leading to dysfunctional developmental outcomes in children and yout, including child abuse and neglect. The Center seeks to Pulfill this mission through research. youth, including child abuse and neglect. The Center seeks to fulfill this mission through research, extension education, and other outereach huncions. The Director (50-138 time) will be expected to provide major badership in ensuring the continued development of a bulanced program of research and extension relevant to the Center's mission of a bulanced program of research and extension relevant to the Center's mission of the Center's mission in the continued for the individual's own research, and for the children of the control of the cont

Film: Tenure track position, Film History and Theory, University of Colorado, Boulder Invites applications for the position of Assistant Professor in Film Studies, Position requires four courses per academic year, substantial publication and service. Ph.D. with Third World cinema and postwar European cinema as areas of interest required. Beginning salary \$29,000 to \$33,000. Please submit letter of application, vits, and list of references by June 1, 1992, to Dr. Vingil Grillo, Director, Film Studies Program, University of Colorado, Campus Box 316, Boulder, Colorado, Campus Box 316, Boulder, Colorado & 8000. The Program, University of Contains, can Box 316, Boulder, Colorado 80309. The University of Colorado has a strons institu-tional commitment to the principle of diver-sity in all areas. In that spirit, we are partic-ularly interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals.

disabled individuals.

Financial Aid: Center for Creative Studies, a private arts college with student population of approximately 1,000, seeks a Director of Financial Aid who reports to the Dean of Student Affairs. Position is open immediately. Responsibilities: to administer all functions of the office, including financial need review, audits, loan standistration, grant and scholarship awards. Qualifications: Bachelor's degree required; Master's degree desirable. S-7 years financial aid administration. Candidates must be able to interact effectively with students, pardents, faculty, administrators, and other constituencies of the college. Application: send letter, résumé, and references to Director of Financial Aid Search Committee, Canter for Creative Studies, 201 Bast Kirby, Detroit, Michigan 48202-4034, Application, and content of the second of the accepted until position filled. CCS I an Equal Opportunity, Affirmative Action Engloyer.

program enrolls approximately 40 students and offers Ph.D.s in Developmental Paychology and in Human Development and Family Studies. Application deadline is August 1, 1992 or until suitable candidates are identified, Send résumé, assement of research/administration/extension interests, and names of three references to: Dr. Mark Fr. Leazenweser or Dr. Henry N. Ricciuti (Co-chairs, Search Committee), Department of Human Development and Family Studies, College of Human Reolosy, Cornell University is an equal orportunity, affirmative action employer and welcomes applications from women and minorities.

# UNIVERSITY OF TENNESSEE

#### Director of Administrative Systems

Qualifications include B.S. degree in Accounting, Finance, or closely related field; experience in computerized cost excounting, fund accounting, and budget management required. Experience in Continuing Higher Education, university/college or a state agency preferred. Candidate must exhibit excellent managerial, financial, analytical, organizational planning, and interpersonal skills. Advanced degree(s) and experience with computing alternatives such as LANs, mini-computers, microcomputers, and mein-frame computing are destrable.

The Director of Administrative Systems is respectible for scorelination.

The Director of Administrative Systems is responsible for coordinating and managing the day-to-day business activities associated with the Division of Continuing Education. University of Tennessee, Knoxville. Duties include fiscal records managoment and inventory control, short-and long-term planning. See collections, personnel records management, supervision of office personnel, and other administrative duties as required in the office of the Associate Vice Chancollor and Duan of Continuing Education and Public Servico. The position will also have responsibility for acting on behalf of the dean regarding administrative systems matters of the university.

Review of applications will begin May 13, 1992 and will continue until position is filled. Submit letter of application, résumé, and three professional references to:

Dr. Sam C. Bills, Chair Search Committee University of Tonnossee University Evouing School 451 Communications Building Knoxville, TN 37996-0341

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

#### DIRECTOR OF EXTENSION SERVICES

Dyersburg State Community College is currently seeking applicants for the position of Director of Extension Services. The Director is responsible for the administration of off-campus programs in a seven county area and continuing education programs directed toward community response. Involves close contact with businesses, industry and other public institutions. Qualifications: Master's degree required, doctorate preferred; administrative experience in higher education and/or industry with extensive work with the community preferred; demonstrated effectiveness in written communication and oral presentations; demonstrated effective marketing and recruitment skills. Review of applications begins May 22, 1992 and continues until filled. Send letter of application, résumé, original transcripts and three current latters of recommendation to: Director of Human Resources, DSCC, P. O. Box 648, Dyersburg, TN 38025. DSCC is an Affirmative Action. Equal Opportunity Employer. Minorities are encouraged to voluntarily identify themselves.

#### CONTROLLER Marymount Manhattan

College

Marymount Manhattan College is currently seeking a highly qualified professional reporting to the VP for Administration & Finance. The Controller will be responsible for all of the accounting and internal control procedures including preparation of complete financial statement, cash management and management of endowment fund investments. He/She will also play a major role in the formulation of the policies and procedures governing all the College's financial and accounting malters. The ideal candidate will be a C.P.A. with a minimum of 3 years of relevant experience in both public and private environments. Salary is competitive with excellent fringe benefits. Send résumé to: Director of Human Resources, Marymount Manhattan College, 221 E. 71 St., NY, NY 10021.

Duties include (1) analysis of seawater for major tons, race elements, hypohalites and ozone, (2) performing independent research on the influence of ozonation on chemical spectation of seawater and (3) computer modeling of reals. Requires M.S. in Chemical Oceanography with capabilities in atomic absention spec trophotometry. (CP/MS electroanslytical chemistry and computer programming, 40 fours per week, 8 AM to 6 PM, \$16,000 year. This is being posted in connection with the filing of an application for premarent Labor Certification, Job order #FL059/580. Contact Mr. PMI Bartl, Job Service of Florida, 3421 Lawton Rd., Orlando, FL 32803. An equal opportunity, affirmative action employer.

Financial Ald: Anticipated Opening.—Asso-ciate Director, Student Financial Ald. Re-sponsibilities: Old Cominion University is seeking qualified candidates for the Post-tion of Associate Director of Student Fi-gancial Ald. The incumbent supervises four Assistant Directors responsible for Federal Programs, Application Processins and Computer Services, Loan Programs, rederal Programs, Application Processins and Computer Services, Loan Programs, State, Veterans, Quality Assurance, and Special Programs, Satisfactory Academic Progress, Institutional Scholarskips and Grants, Athletics, Outside Agency Scholarships, Publications, and Customer Services. The incumbent supervises the Socretary to the Associate Director. The locumbent also compacts students and parents, evaluates claffillity, reaponds to ginestions and appeals, and manages the office in the absence of the Director. Qualifications: The successful candidate must have a thorough knowledge of all Title IV regulators; demonstrated ability in using an automated procession system incorporating both mainframe and PC applications, jachoding mainframe and PC applications, jachoding mainframe and PC applications, jachoding services of its equivalent is required, as well as excellent orders of the engineering fusional and programs, and excellent interpersonal adds. Salary: Computational suffice and programs, and excellent interpersonal adds. Salary: Computational with experience. Deadline: Review of applications will begin they 22, 1992, and conditions of the programs of these programs of the prog

Research Associate

Chemical Oceanography

gipsal references to: Heige A., Greenfield, Director, Student Financial Aid, Old Dominion University, 121 Old Administrative, Building, Norfolk, Virginis 23:23-9032; (804) 63:163. Old Dominion University is an Affirmative Action, Equal Opportunity Employer which regulars compliance with the insmignation Reform and Control Act of the C

Alcom State University is seeking a highly competent internal auditor who will be responsible for conducting internal audits at the university. The successful candidate will report to the university president. The minimum qualifications for the position are a bachelor's degree in accounting or business management, four years' experience in government/university accounting/auditing, I and a CPA. Preference will be given to an individual with an MBA and CPA. The select is prepriately. Florida Institute of Technology

Please send nominations, applications, or inquiries to: Dr. Franklin D. Jackson, Chairman Search Committes for Internal Auditor Post Office Box 210 Alcom State University Lorman, Mississippi 39096

elgaments dealing with forest operations. Candidate is required to have good writing and speaking skills and experience to the use of computers for data management and analysis. Salary: \$25,000-\$32,000. Dead-tine: May 30, 1992, or until a switable candidate is found. Address applications to: A letter of application, a résumé including the names of three references, and turnscritts covering all academic work should be malled to: Dr. William F. Watson, Department of Forestry, Mississippi State University is faited in the control of the contro

Frenchi Position starting Sunimer, 1992 at Urab Valley Community College in Orem. Requires an M.A., Ph.D. preferred, in French with emphasis in language teaching pedagogy, French literature and culture, plus two years of full-time teaching experience. Application and information, contact Personnel Services, 8601, 222-800, extension 2207, UVCC is an accredited community college serving 8,000 students. AA/ EOE.

professor, depending upon qualifications.
Ph.D. preferred. Heighning September 16, 1992. Send 3 letters of recommendation and transcripts to Dorothy Joiner. West Georgia Coffee. Carroliton, Georgia 30118. Serceming begins May 7 and continues until position is filled. French: Tenure track instructor or assistant professor, depeading upon qualifications

Forestry/Researchi Research Assistant I. Missisalpri Agriculturji and Forestry Experiment Statutou, Missisalpri State University, Department of Forestry. Processor: To perform the resulted system of Forestry. Processor: To perform the resulted system of a research project. The Research Assistant is may an ervise student ishorers in field data collection and office data compilation and analysis. This is a full-line, continuation of the position. This position is funded from a research smal. Continuation of the position is dependent upon the renewal of the smal. Responsibilities: Supply support on research projects involving timber harvesting and chip production. Cassari research areas, include timber parvesting, woodyard operations, and chip quality. Typical duties will twolve par many and secondary data collection, statistical analysis and interpretation, and report withing. Responsible, as and state of the collection of the profuse of the collection of the profuse of the collection of the profuse of the collection of the Serreming begins May 7 and continues until position is filled.

Frinch. Western Michigan University seeks applications for a two-year term in Franch at the instructor or assistant protester rank for Fall 1992. Position: requires a Ph.D. depres or ABD manus with specialization in pro-10th contury trench literature, antive or unafmative fluency in French and a commitment to teaching at all levels. Western Michigan University, a Carnegie Classification Doctors i Inadiution, has embarked upon a vigarous affirmative action programs and encourages applications from womes and members of reduction, Send felter of publication, via academic transcripts, and three letters of recompendation to Peter Kamentache, Chelr. Languages and Linguistics, Western Michigan University, Kalamazco, Michigan University, Kalamazco, Michigan University, Kalamazco, Michigan University, Ralamazco, Michigan Golds. 1991. Review of applications will begin May 15, 1992 and continue until position is affect.

Grant Writer: Sought for June 1. Full-time grant writer, researching, writing, and teporting on grants for all areas of fund ralsing. Responsible for administerion grants, planning and strategizing in consultation with administrators and faculty, and for major stewardship activities, including detailed development of grant budgets and revisions. Requires backelov's degree, outstanding writing skiffs, and superior ability to work with people. Details-oriented perton, familiar with commers. Two to three years experience, especially in source to Holy Family College, Personnel Department 1, Grant and Frankford Avonues, Philadelphia, Pennsylvania 19114 EDE.

Headth/Fitness: Wright State University's College of Education is seeking nominations and applications for the position of Assistant Professor, Health/Fitness Programs in the Department of Health, Physical Education and Recreation, Prolition available on or about September 1, 1992. Major responsibilities include: (1) inaderable of the faculty-staff-community fitness program; (2) administration of physiological assessments, interpretation of test results, and consultation with participants about training programs: (3) teaching asenl assessments, interpretation of test results, and coassistation with participants
about training programs; (3) teaching assignments in both the HFRs and the Ffinass
programs; (4) engaging in scholarly activities that result in publication; and (3) engaging in service activities that are a reflection
of a professional school in a metropolitan
university. A doctoral degree in exercise
physiology or related field in preferred,
ABD considered. Experience with health
fitness program administration preferred,
ABD considered. Experience with health
fitness program administration preferred,
Experience in administration preferred
Experience in administrat



#### Drexel University DIRECTOR OF UNDERGRADUATE ENROLLMENT

Drexel University seeks applications for the position of Director of Undergradinate Enrollment (including freshmen and transfer students). The Director will report to the Vice Provost for Enrollment Management and will manage one of two major components of the University's enrollment program (the other focusing on part-time and graduale students).

Drogram (the total rocusing on parrimme and graduate students).

Drexel is a provale university, founded in 1891. A ploncer in copperative education since 1919, Drexel operates one of the largest co-op programs in the nation. The University awards bachelor's, master's and doctoral degrees and comprises six colleges: Aris and Sciences, Business and Administration. Engineering, Information Studies, Neshitt College of Design Aris, and the Evening and University College. Total enrollment in fall 1991 was more than 11,500, with 72 percent of the total enrolled in undergraduate unverams.

The successful candidate should demonstrate competence in the follow-

- Oversight and supervisory responsibility for the activities of a professional staff and a support staff;
  Ability to capitalize upon Drexel's uniqueness as a technologically oriented institution with a strong commitment to career preparation as represented by its historical strength in cooperative education;
  Identifying and assessing student markets and developing communications materials and atrategies;
  Utilizing faculty and alumni in the envoltment process;
  Developing and managing programs to attract a diverse student population.

Candidate must have at least four years of applicable experience, prefera-lity at the director's level. Candidates with particularly compelling expe-rionce in the indicated areas as the second-in-command in a large enroll-ment organization can be considered. A master's degree is preferred.

Review of applications for the Director's position will begin on May 4, 1992. In addition to a résumé and the names, addresses and telephone minbers of five professional references, candidates should submit a letter addressing the characteristics listed above. The candidate should also provide concise samples of work, for example, plans, reports, or communications materials, which would indicate the abilities and experience the candidate would bring to the position. Please submit mojerials to:

Diana Hockney Enrollment Management Drexel University 32nd and Chestnut Streets Philadelphia, PA 19104

Drexel University is an equal opportunity, affirmative action university.

### **EXAMINATIONS** DIVISION

At the American Institute of Certified Public Accountants, our Examinations Division offers an exceptional opportunity for qualified, well-motivated CPAs to assist in the preparation of the Uniform CPA

The successful candidate will have a proven technical background and extensive experience in auditing and accounting principles and practices as well as excellent communication and editing ekills. The ability to work well with professional committees is essential. Advanced degrees required; Ph.D preferred.

We offer a growth oriented professional environment and visibility of national scope, plus a competitive salary and benefits. Send your resume, including salary requirements, to: Recruiting Administrator, Human Resources Dept. TM444.

American institute of Certified Public Accountants 1211 Avenue of the Americas New York, NY 10036

An equal opportunity ömployer

This division will relocate to Jersey City, NJ Summer 1992.

Health Policy: Assistant/Associate Professor. The School of Public Health of the University of Texas at Houston, Health Science Center, is seeking a comporativist obscentrating in social and concomic policies in industrialized democracies, sprincularly as they relate to health eare isspes, Formal traicing in a social science discipline is preferred, and a strong grounding in the political, economic or social institutions of selected countries is required, as is knowledge and/or injerest in conducting health policy research. Responsibilities include teaching graduate students in the School's Management and Policy Sciences Program, and conducting independent research. This cores in clinical outcome or epidemiological and control of the selection Management and Policy Sciences Program, and conducting independent research. This is a full-time (12 mostle), tenure-track position and is closely affiliated with the U.T. Heath Sciences builtute for Policy Research and Development. Applicants should send their currentum vitte, lettern of reference and writhin sample (e. z., a recent tegrant or manuscright to Dr. J. Michael Swint, University of Texas School of Public Heath, Attention: HP. P. O. Box 20185, Houston, Texas 77213, Review of applications will begin immediatoly and continue until the position is filled. The starting date is negotiable. The University of Texas is an equal opportunity employer. Women and uniportipes are encouraged to apply and will be given serious consideration.

History: Chineae History. Yale University invites applications for a senior position in Lart Imperial Chinese Illatory, with a seccialization in Rolifical History. Experience teaching graduate and undergraduate courses required. Send letter application and curriculum vitae to Frofessor Cynthia B. Russet, Chair, Search Committee China, Department of History, Yale University, P. O. Box 1504A Yale Station, New Haven, Connecticut 65720-7425. Decoding for application is September [8, 1992. Mirroyilles and women are strongly encouraged to apoly. Yale is an AA/EOE.

lerest in clinical outcome or epidemiological primary care health services respenting the property of the prop



DIRECTOR

**INDIANA UNIVERSITY CENTER** 

Indiana University-Purdue University at Indianapolis (IUPUI) seeks a Director for the IU Center on Philanthropy to replace current Director Robert Payton who plans to retire from administrative duties upon completion of a live-year term ending June 30, 1993.

The Center on Philanthropy is a comprehensive, academic, research and public service until located within the IU School of Liberal Arts at IUPUI. The mission of the Center includes teaching, research, and public service, with special emphasis on the ethics and values of the philanthropic tradition and on practices of fund raising, giving, and voluntary service. The Director is the chief executive officer of the Center and is responsible for developing and implementing a broad range of interdisciplinary activities throughout the Indiana University system and in cooperation with other colleges, universities, professional organizations, and scholarly associations.

Candidates should have appropriate academic credentials and experience relevant to the intellectual work of the Center and administrative credentials and experience relevant to the development of the Center.

The committee will begin reviewing materials on September 1, 1992. Numinations and applications will be accepted until the position is filled. Nominations and applications should be directed to:

Dean Norman Lefstein Committee for Director of the IU Center on Philanthropy IU School of Law-Indianapolis 735 West New York Street Indianapolis, IN 46202-5194

Indiana University is an equal opportunity employer and actively seeks appli-cations from all qualified persons, whatever their sex, race, religion, national

#### ASSISTANT DIRECTOR **Auxiliary Enterprises**

The University is easing an individual to assist the Director in the overall management and direction in carrying out functional duties and responsibilities of a fast-paced administrative office. Applicants should be self-starters, have proven records at organizing and prioritizing work loads, thrive on diversity, and be willing to learn new skills. The successful candidate will administer contracts, with responsibility for overseeing compliance; maintain food facilities (including in-house sanitation inspections); develop policy and procedures, manage and market the summer conference program; administer operating budgets; write, edit and publish broofwres and status reports. Bachelor's degree with concentration in business or related grees, or

Bucketons and publish pronures and scalus reports.

Bachelor's degree with concentration in business or releted areas, or equivalent combination of education and experience. Three years' previous experience in college/univarsity Food Service. Three years' previous management/supervisory experience and budget administration.

Strong writing and verbal communication skills.

Preference is for applicants with previous experience in Summer Con-ference and Housing operations, and who are familiar with Health Code

Send résumé including cover letter and selary history/requirements indicating Job #1.92-153 by May 15 to: The Johns Hopkins University. 146 Garland Hell. 34th and Charles Sta., Beltimore, MD 21218, Attn. Dorothy P. Boan. AA/EOE.

Excellent benefits including life and health insurance, and dental and twition plans for staff member, spouse and dependent children.

Smoke-free and Drug-free 

History: Eureka College is seekins an historian for a tenure-track Auskiand or Associate Profusor position in U.S. History beginning August 15, 1992. Pesching load is Iz hours per semoster including teaching as part of a team interdisciplinary courses in Western Civilization and Culture. Looking for zeneralists who entoy teaching, learning and interaction with faculty and students in other disciplines. Ph.D. in History required. Good faculty development opportunities. Start August 15, 1992. Bureka College is a private liberal arts college related to the Christian Cherch (Disciples of Christ) and is committed to free Impility and excellence in undergraduate teaching. Send application letter, reaurok, and all college transcripts by May 8, 1992 (inserviews may begin sconer) to: Gary E. Common, Dean, Eureka College, Eureka, Illinois 61310. Equal opportunity employer.

History: Assistant/Associate Professor of History: Tenure track. U.S. History: Ability to teach U.S. Survey: Coancettout History: Colonial U.S.; surveyise sindent trachers and teach methods course. Requirements: Earned doctorate. Secondary school certification plus experience. Date of Closins: June 1. 1982. Contact: Professor Ta-Ling Lee. 1982. Contact: Professor Ta-Ling Lee. History Department, Southern Coanceticat State University. New Havan. Coanceticat State University. October 1982.

History: Assistant Professor of History, tenure-track ampointment beginning Aussis 1992 in Latin American History, with ability to teach survey courses in United States History and/or Western or World Civilization, Ph.D. required by time of employment, Send letter of suplication, current vita, there letters of recommendation, and transpired self ill mediuse work by May 11, 1992 to James M. Sorolle, Chair, Search Committee, Department of History,

Baylor University, Waco, Toxas 76798, Baylor is a fightist university affiliated with the Baylait Genoral Convention of Texas. As an Affirmative Action, Equal Employment Opportunity employer, Daylor encourages minorities, women, and persons with disabilities to apply.

Hotel/Restaurant Administration: Temporary Assistant Professor/Instructor. Appoditment period: September 1, 1992-June 12, 1993. Responsibilities: teaching and advisting araduate and undergraduate students in the program and department; participate in Department and College committees. Assistant Professor applicants must have an extraod master's in hotel/restaurant administration, management an earned master's in hotel/restaurant administration, management or related discipline and work toward a Fn.D. in an sprangine and work toward a Fn.D. in an sprangine and work toward a Fn.D. in an structure and an angular and an angular angular

postmarked by May 29, 1992. UGA is an EEO/AA Employer.

Humanities/Comparative Studies: Comparative Studies in the Humanities. The Onto State University is residing applications/ normalistions for an Assistant Professor, tenure track, inte-month position, beginning the professor tenure track, inte-month position, beginning to the professor tenure track, inte-month position, beginning to the professor tenure track, inte-month position, beginning to the professor tenure track, intermonthy to the professor tenure track position beginning for the professor tenure tracks and the professor tenure tracks position beginning Fall 1992. Teaching understant tracks professor tracks are tracked to the professor tracks and the professor tracks are tracked to the professor tracks and the professor tracks are tracked to the professor tracks and the professor tracks are tracked to the professor tracks and the professor tracks are tracked to the professor tracks and the professor tracks are tracked to the professor tracks are tracked to the professor tracks are tracked to the professor tracked t als, production operation, sudor work measurement. Graduate course teaching and advisement for those meeting requirements. Master's degree required; earned doctorate preferied; relevant industrial exceptions and or educational background; earned with qualifications and background. Position open until filled; accreains to begin May 1, 1992. Apoly to Dr. Lloyd D. Neher, Search Committee Chair, Department of Industrial Technology, 197 Know Hall, Purdue University, West Lafayette, indians 47907. Phone (317) 494-1101. Purdue University is an equal employment opportunity, effirmative action employer.

Industrial vacational Education; Industrial Division Chairperson DTC. The Datuth Paulie Song Chairperson DTC. The Datuth Paulie Song Chairperson of the Duluth Technical College, Qualifications include: MN Vocational licensure as Supervivor—Trade and industrial Programs theanse code 1700f0; and eliber Vocational Technical Institute Director, District with AVTI (lucense code 00010); or Assistant Director, District with AVTI (lucense code 00010); experience in a vocational industrial feld; asperience in a postsacondary credit based system is desirable. Committed applicapina October 1992; to teach and participate in course and program development, Requires a relavant doctoral degree and evidence of excellence in teaching and scholarship on intersities of humanities and scholarship on intersities of humanities and scholarship on intersities of humanities and scholarship of intersities of humanities and scholarship or intersities of humanities and Spanish colonial period discourse; significant record of publication and successful prant writing. Seed letter of application and vita to Chair, Division of Comporative Studies, 10th Division of Comporative Studies, 10th Division of Comporative Studies, 10th State University is and state University is an Employer. Qualify, Affirmative Action Equal Opportunity, Affirmative Action States university is an Employer. Qualified women, minorities, Visitamper, Qualified women, minorities, visitamper, Qualified women, minorities, visitamper, Qualified women, minorities, visitamper, Qualified women, minorities, and individuals with disabilities are encouraged to apply.

Human Resources/Affirmative Action: Di-rector, Human Resources/Affirmative Ac-tion Officer needed for College of the Red-woods on the beautiful Northern California Coast, \$51,396-562,460. Excellent benefits package. For required application materi-als conjuct Persouled Department, 1551 Tompkins Hill Road, Eureka, California

tions must be received by May 25, 1992.
For application materials contact Huma
Resources Office, Duluth Public Schools.
215 North lat Avenus East, Duluth, Humasota 53802; (218/723-417, EEC/AA. 95501; 707-445-6850. All application materials must be received by 5:00 p.m. on May 29, 1992. EOE.

Lincoln Center, New York 1902.

Ispaneser, Japanese Literature. The beart ment of East Axian Languages and Lierature, within the Institute of Languages and Lieratures, twitter applications for an interest of the State of Literature in the seadon's parallel processor in the seadon's seadon's parallel processor in the seadon's parallel processor in the seadon's parallel processor in the parallel processor in the seadon's parallel processor in the parallel processor in the seadon's parallel processor in the parallel processor in the seadon's parallel processor in the seado

BOWDOIN COLLEGE

#### ADMISSIONS OFFICER COORDINATOR—STUDENTS OF COLOR RECRUITMENT

Bowdoin College seeks applications for an Admissions Officer with special responsibilities for the recruitment of students of color, position to begin July, 1992.

This officer will participate fully in all aspects of the admissions process including travel to secondary schools, group presentations, coordination of activities with altimum, interviewing condidates for admission, work ing with reterral agencies or secondary school officials, and the selection of new students. Working closely with members of the staff, alumni, current students and facily, this individual will coordinate activities related to the recruitment of students of color.

Candidates should have a Bachelor of Arts degree from a liberal arts institution, a high energy level and enthusasm for work in the profession, strong organizational and communication skills, and a basic understanding of the value of a liberal arts education. Some previous experience in admissions or related work is desimble. Salary is commensurate with experience. Resumes and supporting recommendations should be submitted by May 20 to: Bowdoln College, Human Resources Department, Brunswick, Maine 04011.



Bourdoin Collège is an Affirmative Action, Equal Opportunity Employer

#### UNIVERSITY OF FLORIDA College of Law ASSOCIATE DIRECTOR FOR

DEVELOPMENT AND ALUMNI AFFAIRS The University of Piorida and its College of Law are seeking appleations and nominations for the position of Associate Director for base opment and Alumni Affairs.

opment and Alumni Affairs.

The College of Law enrolls 1, 200 law students annually and has over 12,000 alumni. The College, having completed a successful Caplai Campaign raising over \$12 million, is seeking an individual who bat background, some major gift fand raising experience, goost verbal and written communication skills writing ability, and a willingness to travel.

The successful candidate will join an enthusiastic and aggressly development staff of thirty professionals at the University of Professionals as the University of Professionals are the University in Professionals as the University in Professionals and the University in Professionals as the University in Letters of application, to include a résumé and three references, should be mailed to;

Ms. Sara Brazda Chairperson, Search Committee Qator Boosters, Inc. Post Office Box 15796 Qainesville, Florida 32604

Applications will be received until the position is filled. Review of applications will begin on May 13, 1992.

The University of Florida is an Affirmative Action. Equal Opportunity Employer.

lapanese: Tenure-track position in las-nese language and literature suring sep-tember 1992. Ph. D. remitred. Send con-plete dessier to Louise Mirrar. Char. Dri-sion of Humanities, Fordian Universit Lincoln. Center, New York, New York

School

#### **Rhode Island** of Design **DIRECTOR OF CONTINUING EDUCATION**

Nominations and applications are invited for the position of Director of Con-unuing Education.

Oualifications

Responsionnes

NISD seeks an experienced, imaginative entrepreneurial individual to oversee
the planning, marketing, implementation, and evaluation of diverse part-time
credit and non-credit programs and conferences including: extension and
youth programs, a residential pre-college summer toundation program, summer studies program, summer institute for graphic design studies, as well as
execute collaborative curricula and special programs with RISD's degreegraning divisions and departments.

Respitate to the User President for Academia Attan.

Reporting to the Vice President for Academic Affairs, the Director is responsible for directing, designing, and implementing current and new programs consistent with the goals and objectives of Continuing Education and the philosophy of the College.

Founded in 1877, Rhode Island School of Design is widely recognized as one of the country's premier institutions for the study of visual arts, design, and architecture. R. I. School of Design's Museum of Art is one of New England's fixest museums.

The successful candidate will have a minimum of five years of comprehensive continuing education experience. An advanced degree in art, design, art history, at education, adult education or management is preferred. Appointment to this position is anticipated by July 1, 1929. Annual compensa-tion will be competitive and commensurate with experience. A generous bene-fit package is available. Applications with résumés will be accepted until May 15, 1992.

Please send résumé to: Carole DiSandro Search Director Museum of Art R. I. School of Design Two College Street Providence, R.I. 02903

Rhode Island School of Design is an equal opportunity, affirmative action employer.

# RIPON COLLEGE

#### Director of Computing Services

Ripon College invites applications for the position of Director of Computing Services. The position has overall responsibility for campus-wide computer services, both academic and administrative.

The Director oversees a staff of six persons working in an excellent facility. In current use is a VAX 4000-200 and several smaller VAXes, operating on VMS, and utilizing the Campus America POISE software for administrative operations. The primary desktop computer across the campus is Apple Machinosh, although some IBMs and other compatible equipment are in use. The Director will have central responsibilities in developing a campus network and building a telecommunications system.

Ripon College is a selective liberal arts college of 850 students and 80 faculty dedicated to teaching. The College seeks a person with solid academic redentials and at least five years of experience in managing computer operations. Letter of application, résumé, and three letters of recommendation should be sent to:

issues Studies and employer.

Issues Studies Fellowship: University of these, Commirse on Japanese Studies assumes the Toyong Teaching Fellowship of 1929-49. Stepend to be determined exemine in experience. Ph.D. or A.B.D. labinot, 1929-49. Stepend to be determined exemine in experience. Ph.D. or A.B.D. labinot, 1929-49. Stepend to be determined to the pronounced specialization on has an experience of the two departments of the propose fellow will teach two departments lavel and participate in one or the two departments and faculty supervision at the union laborated and the participate in one or the laborated and the participate in one or the laborated and the participate in the union laborated and the names only deposite the may be a steel for recommendation. Whilm P. Stoby, Chair, Unional Chicaso, Committee on Japanese Avenue, Chicaso, Hillionis 60637. Deadline:

specific the marks and the names only should be a supported by marks a support of the marks of t

# UNIVERSITY OF FLORIDA

#### College of Business Administration **DIRECTOR OF DEVELOPMENT & ALUMNI AFFAIRS**

The University of Florida and its College of Business Administration are seek-ing applications and nominations for the position of Assistant Dean for Devel-opment and Alumni Affairs.

The University of Florida has just successfully completed the third largest Capital Campaign among public institutions in the country raising \$392 million of which \$31 million was raised by the College of Business Administration. The College enrolls 2,500 students annually and has nearly 30,000 alumni and is seeking on individual who has a bachelor's degree, annual fund raising background, three years of demonstrated major gifts fund-raising experience, good verbal and written communication skills, and a willingness to travel.

the successful candidate will join an enthusiastic and aggressive development staff of thirty professionals and be primarily responsible for major gift fund raising to include the identification, cultivation, solicitation and stewardship of the College of Business Administration's constituents. He/she will report primarily to the Assistant Vice President for Development and work closely with the Dean of the College of Business Administration.

Letters of application, to include a résumé and three references, should be mailed to:

Randy W. Talbot Search Committee c/o University of Findida College of Law Post Office Box 14412 Galnesville, FL 32604 Applications will be received until the position is filled. Review of applications will begin on May 1, 1992.

The University of Florida is an Affirmative Action, Equal Opportunity Employer

#### Financial Aid Counselor for Operations

Financial Aid Counselor for Operations

The Student Financial Aid Office of The University of Maryland at College Park has an immediate opening for a Financial Aid Counselor for Operations. This is a full-time associate staff position. Baccalaureate required. Must possess some counseling skills and experience (preferably in financial aid), with a minimum of one year in a professional capacity. Supervisory experience preferred. Reports to Assistant Director for Processing. Trains, directs, and supervises the Off. Supervisor I positions and Off. Supervisor II, Counsels students and parents on the loan process and eligibility criteria. Oversees collection of verification documentation. Monitors completed loan applications. Monitors application processing flow to avoid delays. Works to resolve all section personnel, student, parent, guarantor agency and lender problems that may affect the section's functions. Works to resolve programmatic problems. Assists in the preparation of such reports as may be required for loan programs. Maintains an up-to-date Lenders Address file and a daily log depicting the processing status of loan applications and Pell Grants. Reconciles fell discrepancy report. Represents the office as required at secondary schools, other institutions, orientation, recruitment programs, outside organizations and agencies. Serves as a member of the Student financial Aid Folicy Committee. Other duties as may be assigned. SALARY: Depending upon qualifications and experience. Minimum \$28,000. NO CALLS PLEASE Forward your résumé and three letters of reference together with a statement as to your reasons for applying for this job to: Chaliperson. Search Committee, Financial Aid Counselor-Operations, Academic Affairs, Univ. of Maryland, College Park, Maryland 20742. Deadline for receipt of applications May 22, 1992. The University of Maryland actively subscribes to a policy of equal employment opportunity and will not discriminate against any employee or applicant because of race, age, sex, color, religion,

Douglas A. Northrop
Chair, Search Committee
Ripon College
P. O. Box 248
Ripon, Wi 54971

Consideration of applications will begin June 1 with an anticipated starting day of Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Opportunity, Affirmative and Sepamber 1, 1992. Ripon College is an Equal Oppo

student writing projects. Applicants minst have received a J.D. degree, have graduated in the top twenty percent of their law school class, have law review or other comparable writing experience, and have practical law for a least two years. While helpful, prior teaching experience is not required. Applications from women and minorities are particularly encouraged. The closing date for applications is May 27, 1992. Applicants should submit a cover letter, current resume, official law school transcript, and writing sample to Professor James M. Vachd, Chair, Personnel Committee, Gonzaga University I am BOE/AA employer.

Library: Access Services/Reference Librarian, search reopened. St. Lawrence University, a private, non-denominational interest in and faculty representatives. Directly personnel contents and the St. Lawrence University, a private, non-denominational interest in and faculty representatives. Programs, complete the services personnel; allocates and monitors and search respected between the Adiron search reopened. St. Lawrence University, a private, non-denominational interest in and faculty representatives. Directly personnel content operations, conditions as the Department of the partment of the University Librarian. The library has a fully integrated Innovative person to assume the position of Access Services/Reference Ubrarian. The library has a fully integrated Innovative person to assume the position of Access Services/Reference Librarian. The library has a fully integrated Innovative personnel and the St. Lawrence university of the sequination of the sequence of the sequination of the sequence of the sequination of the sequination of the sequination of the se

# University **Budget Officer**

Responsible for preparation and analysis of the University's Education and General, Personnel and Auxiliary budgets. Advises the Director, OPBA, the Vice President for Finance and Business Affairs, and the Provost on budget matters, to include periodic es-timates of income and expenditures (and analysis of factors which drive them, e.g., euroliments, utilities, health benefits, etc.), trends in certain key budget categories, and analysis of unit compliance or deviation from budget parameters. Insures adequate assistance is furnished to faculty for preparing sponsored research budgets. Approves sponsored research and continuing education hudgets. Reviews sponsored program and other agreements prior to vice presidential signature. Directly supervises budget office personnel. Participates on University standing committees and special study groups as assigned.

Requires a Bachelor's Degree in Business Administration or related field; 5 years' experience in college or university budgeting or equivalent; proficiency using mainframe and microcomputer software, to include on-line general ledger, spreadsheet, and database applications; capacity for working with large, diverse sets database applications; capacity for working with large, diverse sets of numerical data and responding with precision and accuracy to deadlines having short suspenses; a working knowledge of accounting practices and principles; and effective communication, organizational, and management skills. Desired are a Master's Degree in an appropriate business-related field; 7 years' experience in higher education as a budget officer or budget analyst; proficiency with Lotus 1-2-3 or QuattroPro; an understanding of NACUBO fund accounting practices; an understanding of sponsored research strand proposal activities; and a high capacity for work grant and proposal activities; and a high capacity for work.

Send letter of application, resume and the names, addresses and telephone numbers of 3 references to Dr. Ralph Gutowski, Director, Office of Budgeting, Planning and Analysis, Miami University, Oxford, Ohlo 45056. Search will continue until the



MIAMI UNIVERSITY

Equal Opportunity in Education Equal Opportunity in Education and Employment M/F/H

Professional Colleagues FROM: Rich Painter, President nstructional Performance Systems, Inc. Unique Career Opportunity

DATE: April 29, 1992 We are searching for state or regional representatives to mer-ket an innovative instructional software system, which address-es training, delivery and evaluation. Our three-year-old company has a proven concept and product backed by research, profes-sional leadership, training, support services and client satisfac-

Our representatives will be educators, computer literate, change-oriented, entrepreneurial, creative, with a network of professional connections.

If interested, please send a cover letter that addresses how an instructional software system might be marketed in your area, a résumé, and three references with phone numbers. Mail to:

Instructional Performance Systems, Inc. 938 Preirie Center Drive, Suite 130 Eden Prairie, MN 55344 or fax (612) 937-0826

library: Fort Lewis College seeks a Public Access/Network Services Librarian. New 12 month faculty proteins Librarian. New 12 month faculty proteins Librarian settivities; Includes strong public/reference component. Suprorts Library computer applications Including routine equipment attaintening and implementation of Library LAN, staff training, listson with Computer Center to develop campus information network, Duttles also include reference, bibliographic instruction, materials selection, faculty/talson. Required: MLS or MLIS, 3 years' experience with library automation: MS-DOS microcomputers, CD-ROM, library/campus networking, excellent interpersonal communication stills, successful implementation of library technology projects, experience with refirece/fibliographic instruction. Desired: experience with refirece/fibliographic instruction. Spelied: experience solary: approximately \$29,000 depending on qualifications. Apply to: Amy Brusward, Chair, Librarian Search Committee, John P. Reed Library, Fort Lewis College. Du-

er.

Library: Humanities Librarian. The University of Montana Mansfield Library is sacking applicants for the position of Humanities/Reference Librarian, Responsibilities include a combination of general reference, database tearching, and collection development, working as liaison with relevant faculties in Literature and Lennunger, the Floo Arts, and Philosophy and Relision. Individual serves as 18 coordinator and priscipal director of fibrary are instruction. Evening and weekend hours required. A minimum of two years professional academic library reference experience dealered, as well as an ALAMILS required. Applisoil: insurvation with once within an envirozenean which includes a CD-ROM mework, online sources, and the Dynk; rategrated library system. Applicants should be
creative, correction, flexible, and possess
sood interpersonal skills with the ability to
work effectively with faculty, staff, and
students. Postilon is tenure-rack, faculty
rank, 12 mostils contract with 21 days' paid
vas attoo. Salary is \$529,219 at the assistant
professor floor. The University of Mostane
is one of the nation's outstanding public
universities, committed to liberal arts education, research, and atrong professional
programs. It is tocated in Missoulo, a coamopolition Rocky Mountain community of
70,000, often singled out in mational publications for its quality of site. Postilon available immediately. Review of applications
will begin un Juna 1, 1991, and the search
will cognine unit the position is filled.
TIAAACREF or Montana State Rettrement,
life and health insurance provided. The
University of Montana is an Affrantive
Action, Equal Opportunity Employer, To
apply, send letter of application, listing
three current references, and academic vitag to: Humanties Librarian Scarch Copmortice, Administrative Office, Mansfield
Library, University of Montana, Missoule,
Montana 49812-1195.

versity of Kansas, Lawrence, Kansas, 66045; (913) 864-3025. An EC/AA Employ-



THE NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH) seeks applications for an opening in its Division of Education Programs, Higher Education in the Humanilles Program. The Division offers assistance to institutions and organizations for projects designed to improve the substance and coherence of education in the humaniles at all levels.

**HUMANITIES ADMINISTRATOR** 

Higher Education in the Humanities Program

Responsibilities include:

• Providing experi advice to grant applicants and the interested public;

• Reviewing and analyzing applications;

• Participating in program planning,

• Monitoring active grants;

• Helping to develop program policies and procedures; and

• Xeeping abreast of professional developments in field of expertise.

The preferred candidate should also have:

• An earned M.A. In a discipline of the humanities (a Ph D. In the humanities is

by.

Administrative experience in humanities foundations, associations, or grant-making institutions; and

Experience requiring written or oral communication skills.

The starting salary for GS-12 is \$38,861 per annum and for GS-13 is \$46,210 per

Applicants must submit an Application for Federal Employment (Standard Form 171) to receive consideration for this position. This form may be obtained by calling or writing to the address below.

All applications must be received by May 20, 1992, and must alte Vacancy Announcement #92-037C. All correspondence should be addressed to:

Leura W. Taoronis
Personnel Management Specialist
National Endowment for the Humanities
1100 Pennsylvania Avenue NW, Room 419
Washington, DC 20808
Telephone: (202) 786-0415 or TDD (202) 786-0282

AN EQUAL OPPORTUNITY EMPLOYER

CHIEF DEVELOPMENT OFFICER

The University of Texas Institute of Texan Cultures at San Antonio seeks a skilled and experienced individual to serve as the Chief Development Officer. This position reports to the Director of Advancement and works closely with the Executive Director of the Institute, as well as with staff in research and educational programs. With the Director of Advancement, the successful candidate will plan, implement, and control the fund-raising program of the Institute which includes major gifts and project funding.

The Institute of Texan Cultures is administratively aligned with The University of Texas at San Antonio, and serves the state of Texas through research, educational and communication services and programs. Concerned primarily with the rich cultural and eithnic heritage of Texas, the Institute touches the lives of 400,000 tourists, visitors and students each year.

The agrandial analysis of the state of th

The successful candidate must possess a knowledge of fund-raising con-

ceps and strategies; excellent communication and organizational skills; and experience working with voluntuers. A minimum of a bachelor's degree is required, along with at least three years of professional experience in development. Evidence of mid-management experience is preferred, as is an advanced degree. Salary commensurate with qualifications.

A letter of application, résumé, and the names, audresses, and telephone numbers of three references should be received by May 20, 1992. Nomina-tions and applications should be mailed to:

Mr. Carey Deckard Chair, Search Committee The Institute of Texan Cultures

San Anwnio, Texas 78294

The University of Texas at San Antonio is an Equal Opportunity, Affirma-

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referent. Polessional exparience in the humanities with scholarly, academic or grant-



#### UNIVERSITY COUNSEL Lincoln University of

Pennsylvania

Applications and nominations are invited for the position of University Counsel at Lincoln University of the Commonwealth System of Higher Education, one of the four state-related institutions of Pennsylvania. With an enrollment of over 1,400 students, a full-time faculty of 85, and a workforce of over 400. Lincoln University is one of the country's distinguished small liberal arts institutions and the oldest of the historically Black colleges and universities.

As the University's chief in-house legal affairs officer, the University Counsel reports directly to the Fresident and meets with the President's Executive Officers group, advising the President on a legal course of action for the University when faced with logal options. The University Counsel establishes goals, approaches and strategies for the University in its legal effairs. The University Counsel is also responsible for providing legal services required in all substantive areas of law affecting the University, including, but not limited to labor and employment law, taxalion, corporate and non-profit law, intellectual property, government and commercial contracts.

Churatteristic duties would include the following:

Characteristic duties would include the following:

Planning, manuging, coordinating, overseeing, and implementing the University's legal strategies;
 Working with outside legal counsel when necessary;
 I'roviding the University administration with litigation support, legal advice, and proparation and execution of legal documents;
 Scrying as head or member of the University's negotiating team in union contract peroficions:

nerving his main of monitors of the Chiverny's beginning team in union continct negotiations: Rupresenting the University in courts of law, conducting law antis und/or formulating and providing defense.

Chalifications include an L.B. or J.D. from an accredited law school, and admission to the Ponnsylvania State Ber. A minimum of ten years' experience as a lawyer, a record of domanstrated excellence in the practice of law, stat an ability to work effectively in an academic environment. Considerable extensions and provided in an academic environment. practice of law, stat en difficilly to work effectively in an academic environment. Considerable experience in corporate legal counsel end/or private practice with corporate clients is necessary. Considerable experience in the litigation process is necessary. Knowledge of labor law and practices is desirable. An effective leadership and management style, strong organizational and communication skills, and a high energy level quisites for consideration for the position.

The position is available as of July 1, 1992. All inquiries should be

Mr. Jerry L. Isaac Assistant to the Prosident Lincoln University Lincoln University, PA 19352

Northeast Missouri State University POSITION ANNOUNCEMENT

DIRECTOR OF TESTING AND INFORMATION Starting due: July 1, 1992 or as soon thereafter as the proper candidate is available. UNIVERSITY

UNIVERSITY
Northess Missourt State University is the selective, public, predominantly residential liberal arts and sciences university of Missourt with an enrollment of 5.500 undergraduate and 300 graduate students in 65 programs. The University in recent years has received made recognition for its quality in undergraduate education and in its planeering work in assessment.

POSITION.

POSTITION.

The Director of Testing and information reports directly to the Vice President for Academic Affairs. The Director plays a key role in measuring student academic and social development and serving as a lisson with other constituencies. Salary is compensive and regortable, based upon the applicant's competence, educational level, and experience.

QUALIFICATIONS:

QUALIFICATIONS:

Doctorus in seprepriate field

Knowledge of testing office administration

Ability to work with faculty in a helpful, collegial manner

Understanding of and familiarity with liberal arts and actences curricultum and instruction.

indestanding of and familiatity with timers and evaluation for garage planning, statistics, and evaluation of an evaluation of the communication skills. Including proven one and written communication skills. Effective interpersonal skills, including proven on the development and wrifter of students. APPLICATION

The review of applications for the position will begin May 15, 1992 and continue until the appropriate candidate is found. For a detailed job description, PAX a message to 816-783-1884. To apply, please and a letter of application, curriculum vica, thren letters of reference, and undergraduate and graduate transcripts to:

Dr. Jack Magruder Vice President for Academic Affairs McClain Hall 203 Nonheart Museuri State University Kirksville, Missouri 63501

Northean Missouri State University is an EEO Employer

Jackson, Tennessee 18301-3797. AA/ROÉ
Librarya Clinical Medical/Reference Librarian I. Reports to Chief Heath
Sciences Librarian. Serves: information meeds of Docent Team, particularly parleut
care information problems encountreed on
internal medicine rounds. Provides library
use instruction to students and faculty of
Team, including end-user searching techniques. As Library intson, participale regularly as team member on rounds and other
Docent Unit activities. Mointains information files for students and faculty on hospital units. Performs regular medical reference divise within library including reference divise within library including reference desk duties, pairon instruction, computerized searching, bibliographic
assistance. Participates in collection development, evaluation of journal and monograph resources for Health Sciences Library. Minimum requirements: ALA accycyclied MLS. Good nat, written communication sidis. Relevant library, database
synching experience. Byldence of professional initiative. Must have potential to
meet promotion requirements. Legal right

Library: Catalog Librarian. Candidates must have American Library Association accredited MLS degree. Experience: catalog librarian in neculemic setting, knowledge of LC classification, OCLC cataloging procedures and oo-cooperative attitude. Reaponsibilities: mannaing/aupervising all cataloging activities, teaching some library instruction classes, assisting students as a needed. Selary commensuate with qualifications. Applications accepted and revisions. Applications accepted and revisional immediately until position filted. Send letter of applications and transgripta to: Personnel Office, Jackson Saste Community College, 2046 North Parkway, Jackson, Tonnessee 38301-3797. AA/ROE Library. Tonnessee 38301-3797. AA/ROE Library. Tonnessee 38301-3797. AA/ROE Library. Tonnessee 38301-3797. AA/ROE Library assistant and faculty patient information problems encountered on internal medicine rounds. Provides library use information problems encountered on internal medicine rounds. Provides library instruction to students and faculty of from, particularly an leading fine-tiser searching techniques. Af Library lisison, participates resularly as team member on rounds and other Docent Units ecivicies. Mointains information florities within library including reference duties within library including reference apidence with of

(MSUSPALS) with external databases, host-to-hast interface, other therapy activorks, and a CD-ROM LAN. NDSU is located in Farno, an educational, cultural, and needical caute for the Upper Plains, and needical caute for the Upper Plains, and needical caute for the Upper Plains, with a postation of 150,000 the Farno, North Dakota-Mooread, Minospota metropolitan area is known for its high quality of the Minnesola lake country and 4 hours from Minnesola lake country and 100 Table CRIF and Bine Crosville Shield. Applications should be received no later than lone 1, 1992 for maximum ronsideration. Sand letter of application, currently results of the proposed o

STLAWRENCE

UNIVERSITY

**DIRECTOR OF PLANNED GIVING** 

St. Lawrence University invites nominations and applications for the position of Director of Planned Giving. Reporting to the Vice President for University Relations, the director will:

A bachelor's degree is required and five to seven years of fund-raising experience with a proven track record in soliciting outright and deferred gifts is desired. Experience in capital campaigns is also desired. Related experience in sales. (Insance, communications and/or human services will be considered. Strong human relations skills are essential.

Located in Canton, New York, St. Lawrence University is an independent, non-demoninational, liberal arts institution enrolling approximately 1,000 undergraduate students. The 1,000 acre campus reals in the valley between the St. Lawrence River and the Adbrondack Mountains.

Peter Beekman Search Committee Chair St. Lawrence University Canton, NY 13617

St. Lawrence University is committed to fostering multicultural diversi-iy in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Affirmative Action employer, we specifically en-courage applications from women, minorities and persons with disabil-lites.

DIRECTOR OF GIFT AND

ESTATE PLANNING

Albion College invites applications and nominations for this sentor develop-ment position which reports directly to the Vice President for Institutional Advancement.

The Director will be responsible for administering and marketing the Crollege's planned giving program and will be actively involved in the cultivation and solicitation of major as well as planned gift prospects.

The successful candidate will be an excellent communicator holding a bache-lor's degree and have previous experience in planned giving or financial/ estate planning.

Albion College, a member of the Great Lakes Colleges Association, is located 50 miles west of Ann Arbor on 1-94, the main route from Detroit to Chicago, and has a selective student body of 1,600. The College, with an endowment of \$60 million, has a highly successful advancement program and recently completed a \$40 million capital campaign. The Director will play a major role in the next campaign which is presently in the planning stages.

Nominations and applications should be sent to Ben E. Hancock, Jr., Vice President for Institutional Advancement, Albion College, Albion, MI 4924. Application material should include a cover letter, resume and the names, addresses, and telephone numbers of three references. Screening of applications will begin immediately and continue until the position is filled. An equal opportunity employer. Women and minorities are encouraged to apply.

Letters of application and résumé should be sent by May 22 to:

Promote and market the planned giving program.
 Solicit prospects for outright and deferred gifts.
 Coordinate volunteer efforts.

tive Action Institution.

Library: Refarence: Electronic Information Services Librarian, Refarence Department, The University of Virgidis Library. The University of Virgidis Library. The University of Virgidis Library. The University Library is the 33rd largest Borary and ARL. The library and 10 branches, with independent libraries for law, medicine, and graduate business. The libraries storys 1.600 teaching faculty, 6.000 graduate and professional students, and 11.000 andergraduates. The University Library's NOTIS system, VIRGO, provides an ossine essions, circulation, sequisitions, serials essection, nine Wiston Indexes, and Current Contest. Piants are underway to establish an Electronic Text Conter. Reporting to the Director of Reference Services, the Electropic Information Services Librarian organizes and manages electronic information services in the Reference Department. Evaluates, implements, and publicizes pea systems. Trains and professional control information services. Trains and establish and electronic information services and manages of the work of Reference Department staff in electronic information services. Provides technical support by troubbashooting hardware and software professions. Participates it provides reference betwice and information information services and information information.

UNIVERSITY REGISTRAR

The University of Michigan, Ann Arbor, invites nombers and applications for the position of University Register's Rogistrar is responsible for planning and directing the array of administrative and operational activities with Office of the Registrar and for coordinating with these stative units, the 17 schools and colleges, and others, ic units at the University. The Office is one of a number of units, such as the offices of Undergraduate Admission, annotated Ald, Orientation, and Scheduling, that reported for a contraction of the Provest and Vice-President for Adding fairs.

Founded in 1817, the Ann Arbor campus of the University Michigan is a rosidential, highly selective and distinguish public university and a major research institution, the country of the types of degree programs, represent a diversity of act ethnic, and economic backgrounds.

ethnic, and economic backgrounds.

The University seeks a dynamic and articulate individual that a strong record of administrative experience teaders and accomplishment in the profession. Candidate sold be innovative and provide strong leadership. Candidate sold be innovative and provide strong leadership. Candidate sold also have the following: extensive experience has administration of a comprehensive office of registration; are corde, or a similar field; experience in developing setting: excellent communication skills; effective integers and a strong experience in the communication skills; effective integers and a strong experience of a high-quality service organization; and a strong commitment to equal opportunity and affirmative stay candidates should possess at least a Meater's degree an equivalent combination of education and experience.

Please forward a letter of application and a resume is 69 da Haskell, Office of Academic Affairs, 3056 Flaming Mr.: istration Building, Ann Arbor, Michigan 48109-1340 April 100 s and nominations should be submitted immediately plications submitted by May 15, 1992 will be given for consideration.



#### MANAGER OF INTERNAL AUM UNIVERSITY OF CALIFORNIA. SANTA CRI

The University of Culifornia, Sente Cruz is recruiting for an internal audit Mentager to ensure responsibility for the administrator of internal audit program of the Sente Cruz compus, requiring administrator of internal control policy economics of another and internal control policy economics the partition and objectives for the frequency and depth of sedecard implement audit, programs; direct and supervise all sudit payor undertained by the unit, in addition to sensitive investigation and confirming from the development of Systemwide additional projucts; participate in the development of Systemwide additional development of all internal control standards pour the profusional development of all internal Audit personal Register auditing or accounting experies a college or university setting; demonstrated management experies a college or university setting; demonstrated management experies and college or university setting; demonstrated management experies of the college and c ences to: Chair, Astriaga Architecture Library, Classon University, Classon, Classon is a BelloAA employed and selection and selection and selection and selection and selection and property of the property and selection and selection and selection and property of the reference classon in the selection and sel

tion skills. Commitment to professional growth and development. Salary: \$24,000 or higher, depending upon mailfications. General faculty status, 22 days' vacation, generous sick leave, filine Cross/Blue Shield, state and TIAA/CREF retirement plans, retearch leave. Applications received before May 15, 1992 wall be given first consideration. Send letter of application, résumé, and names, addresses, and phone numbers of three references to Gail Oltmanns, Director of Personnel and Planning, Alderman Library, University of Virginia, Charlotteaville, Virginia 22903-2498. An Equal Opportunity, Affirmanive Action employer.

Library: Assistant Director for Public Services. The John B. Coleman Library of Prairie View A & M University Invites applications for the above position. Prairie View A & M Is an historically black university and part of the Tenas A & M System. The new \$16 million John B. Coleman Library, a member of OCLC and other consortia, provides state-of-the-art library technology for information retrieval through NOTIS. MDA's and various cell-line and on-line databases. The position, reporting to the Director, will participate in planning, organizing and directing the in planning organizing and directing the Public Services Division of the library. The position will pro-

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of three professional references to Patricia set escouraged to apply.

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#### DIRECTOR OF **AFFIRMATIVE ACTION PROGRAMS**

The Director serves as principal advisor to the Associate Vice President for Multicultural Affairs. Responsibilities include: developing and maintaining of a strategic Affarmative Action Plan; maintaining of a strategic Affarmative Action Plan; maintaining of a strategic Affarmative Action Plan; maintaining of an advisory relationship with the branch campuses; preparing of Faderal and State reports; investigating and resolving discrimination and harassment disputes; conducting EEO/AA related training programs, implementing data collection; auditing and reporting systems; developing AA goals and timetables for the total university; and the monitoring of recruitment, retention, transfer and promotion of all amployees. A master's degree in labor relations, personnel, law, or a related field and three to five years of affirmative action experience are required. Experience with the search and recruitment procedures of a multi-campus university and the preparation of datalled statistical reports is also required. Knowledge of E.O. 11248, Title IX. EEO-8 and VETS-100 is preferred. The proven ability to work effectively with university personnel and students as well se experience in resolving complaints and/or grievances is highly desirable. Sensitivity to the problems of the protected atatus groups and knowledge of the civil rights laws as they pertain to higher aducation are also desired. Equivalent combinations of education and experience may substitute for the stated qualifications. For full consideration, letters of nomination, letter of interest and current vitae must be received by May 29, 1992. Send to: Oirector of Affirmative Action Program Search, Office of Associate Vice President for Multicultural Affairs, Dr. Howard Shipp, Jr., Cheir, 408 Whitehurst, Okiahoma State University, Stillwater, OK 74078.

OSU IS AN AA/EED EMPLOYER
COMMITTED TO MULTICULTURAL DIVERSITY.

#### **DIRECTOR OF ENROLLMENT MANAGEMENT** St. Thomas Aguinas College Sparkill, New York

Energetic, creative, systems-oriented person to design and coordinate implementation of integrated recruitment and retention systems for a flacally sound, suburban New York independent college with a stable enrollment of 2000. Knowledge of marketing and information systems. Experience in college admissions (preferably as director) with strong background in financial aid budgeting and packaging, and in recruitment of both resident and commuter students. Master's preferred.

New Position, responsible to Vice President for Academic Affairs, available summer '92. Excellent salary and fringe package, commensurate with background and experience. Reply with letter of interest, current résumé, and names, addresses and phone numbers for three references to:

Dr. Peter D. O'Connor Vice President for Academic Affaire St. Thomas Aquinas College Sparkill, New York 10976

An Equal Opportunity Employer 

Librarya Librarino, Ceoler for Afro-American Studies-Responsible for participalina in ell aspects of reference aervice, including is altale-assisted, comprehensive, decional in ell aspects of reference aervice, including is altale-assisted, comprehensive, decional in ell aspects of reference aervice, including is altale-assisted, comprehensive, decional in the Library's collection arowith by regulatly assessive, for the more collection, supervice, train, and coordinate activities of several work study students administ large and comprehensive and comprehensive activities of several work study students administration, fibrary such activities of several work study students administration, fibrary students and control to the control of the Center. Knowledge of African-American bibliography, social activation and control of the Center. Knowledge of African-American bibliography, social activation and control of the Center. Knowledge of African-American bibliography, social activation and control of the Center. In the Comprehensive state of the Center of applications and collisms beckgrounds; strong service orientation and self-modivation required. Extensive experience in academic plants and collisms beckgrounds; strong service orientation and self-modivation required. Extensive experience in academic plants and collisms beckgrounds; strong service orientation and self-modivation required. Extensive experience in academic plants and collisms beckgrounds; strong service orientation and estimate and proposed and processing Department. Excellent Services, to a collisms and the processing Department. Excellent Services, responsible professional with strong management and collisms and culture; familiarity with microcomputers and as furnational processing Department. Excellent Services, responsibility of North Texas Library in the plants of the Central Processing Department. Excellent of the Central Processing Department is control and public services of the Central Processing Department. Services, responsibility of the C

Anowledge of automated library systems. Salary \$24,900+. Preference given to applications received by June 1, 1992. Send there of application, résumé, and names of three references to Maria Dituran. Chair. Appointments and Promotions Committee. Marquette University Libraries, 1415 West Wisconsin Avenue, Milwaukee, Wisconsin Avenue, Milwaukee, Wisconsin Avenue, Milwaukee, Wisconsin S213. Affirmative Action. Equal Opportunity Employer.

Library: Reference Librarian. New position added to meet growing demands of students and faculty at Converte College, a liberal arts college for women with graduate rorgamm in education and musics. Requires considerable knowledge of four service areas reference, bibliographic last received and more classes and weeks. ALA-accredited MLS requires considerable knowledge of four service areas reference, bibliographic last received areas reference, bibliographic last received areas reference, bibliographic last received have been added to meet growing and formation, including on-line and CD. ROM date base searching. Some evenings and weeks. ALA-accredited MLS required for the communication of superior college is an Equal Opportance of the communication of superior of the control of the package includes TIAA-CREF, furr weeks vacation. Salary negotiable, depending on experience. Candidates should submit a letter of application, résumé, and names of these references to: Dr. James G. Harrison, Ir., Converse College, S6 East Main Street, Spartanburg, South Carolina 29302-ton of application, résumé, and names of these references to: Dr. James G. Harrison, Ir., Converse College, S6 East Main Street, Spartanburg, South Carolina 29302-ton of application, pressume, and acculation or instructional technology and experience with Macintosh application will be filled at the rank of Librarian positions from milion will be filled at the rank of Librarian applications missage which encourages applications from name of the proposition will be filled at the rank of University of Delaware Libraria of the

# REGISTRAR

Millersville University, located in suburban Lancaster County in southeastern Pennsylvania, is one of 14 institutions of the Pennsylvania State System of Higher Education. Enrolling more than 7,800 full- and part-time students and staffed by approximately 325 full-time faculty, the University offers associate, bachelor and master degrees in a wide range of majors in the arts and sciences, education, and professional fields.

RESPONSIBILITIES: Plan, coordinate and supervise all activities related to scheduling, registration, and maintenance of scademic records; supervise and direct the professional and clerical staff; formulate the plans, goals and budget for the operation of the Registrar's Office; compile, maintain, and analyze all data regarding enroll-ment, counsel students on academic problems, interpret and make recommendations on academic policies. The Registrar reports to the Associate Vice President for Academic Affairs

QUALIFICATIONS: Minimum qualifications are a master's degree and five years of increasing responsibility in university academic administration (registration. admissions, and/or records); effective analytical, interpersonal, and communicative skills; plus a broad knowledge of computerized registration and records. APPLICATION PROCESS: Send a letter of application, resume, copies of transcripts, and at least three current letters of reference to: Registrar Search Committee/CH429, c/o Dr. James Stager, Associate Vice President for Academic Affairs, Blemesderfer Executive Center, MILLERSVILLE UNIVERSITY, P.O. Box 1002, Millersville, PA 17551-0302. Full consideration will be given to applications received by June 1, 1992. Anticipated starting date is Summer 1992 but an earlier appointment is possible. Salary competitive. commensurate with qualifications and experience. Affirmative Action/Equal Opportunity Employer.

#### MILLERSVILLE N I V E R S I T Y

#### **Associate Director for Client Services**

The Office of Student Financial Aid of the Liniversity of Maryland at College Park has an immediate associate staff, 12 month, opening for Associate Director for Client Services. Bachelor's required, Master's preferred in Business, Information Systems, Administration or Counseling, Must possess strong organizational, supervisory and managerial skills. Experience with an automated system. Minimum 4 years' experience in financial aid. Reports to the Director, OSFA and acts as Director in this absence. Major responsibilities are general office administration, overseeing the administration of gift aid programs and overseeing the administration of gift aid programs and overseeing the administration of public inquiry areas. Supervises the Assistant Director for Gift Aid, Assistant Director for Counseling, and Training Coordinator, Provides special expertise in the scholarship and grant programs including policies, regulations, trends, and changes in the laws. Responsible for interpreting, applying and adhering to ACC and NCAA rules as they apply to financial aid and our student athletes. Coordinates, administers, and monitors all Regent, Francts Scott Key, Benjamin J. Banneker, and all student athletic scholarships, Oversees development of additional sources of aid through private donor scholarship funds. Chairs OSFA Policy Committee. Supervises completion of requested reports, surveys and information. Other duties as assigned by Director. SALARY: Depending on qualifications and experience. Minimum of \$51,000 annually. No calls please. Forward résumé, three letters of reference, together with a statement as to your reasons for applying for this position to Chairperson, Search Committee, Associate Director for Client Services. O 102 Lee Building, University of Maryland, College Park, MD 20742. Deadline for receipt of application: May 22, 1992. The University of Maryland actively subscribes to a policy of equal opportunity and with out discriminate against any employee or applicant because of race, age, sex, color, rel The Office of Student Financial Aid of the University of Maryland at College

Mississippi State University with an enroll-ment of 700+f- students affering bache-tor's, master's and educational specialist descres. MSU is an A/NEU Employer. Deadline to May 31, 1992, or until filled.

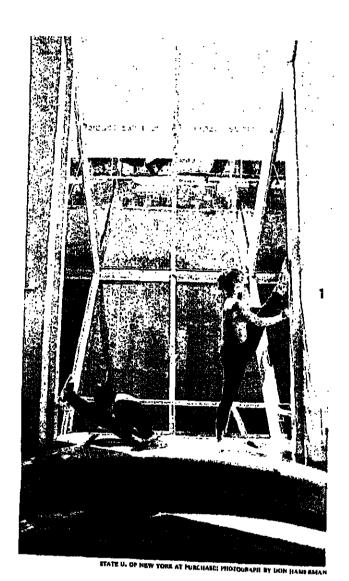
transcripts, résumé, and either academic credentials file or three letters of reference to Dr. Karen Waser, Derentment of Management, Dockery 4008, Central Missouri State University, Warrendburg, Missouri 64093, Application review begins May 29, 1992 and continues until filed. AAAEC; women and minoribles encouraged to apply.

Management: Assistant/Associate or Professor of Menagement effective August 1992 with responsibilities to teach graduatelundergraduate courses in management; conduct research and consulting; prepare seminars and workshops in management for business community and gludents. Berned doctorate from an accredited and recognized university. ABD states may be considered university. ABD states may be considered. Demonstrated excellence in teaching, research and publication. Submit letter of application, transcriptes, and resume including names; addresses, and telephone numbers of three or more references to Dr. Habib Bayari, Chair, Division of Business, Mississippi State University Meridian, Mississippi 39307. MSU Metidian is a degree arrenting, off-campus program of

tiaties at the least nuctor (for temporary positions), Assistant and Associate Professor
rank for tempor position beginning in August, 1992. Applicants who possess a Ph. D.
in MiS are preferred, but a Ph. D. in a relatod discipline, e.g., information Science,
Computer Science, Operations Research,
or Statistics will be considered. Other candidates actively pursuing the doctorate at
or near the dissertation stage will also be
considered. Temporary, non-resume track
position candidates are required to have an
M.D.A. or M.S. degree and related experience. Teaching assignments will be selected from the following stream of position. And quantitative methods. Rank and
salary are commensurate with the applicant'on surface of reference to Dr. Richard Halapin, Chalperson, Selection Committee, Department of Finance/MiS, Indiana University of Pennsylvania, Indiana,
Pennsylvania 15705, Women and minortites are ecouraged to apply. Review of
applications will be sen in May and continue
until position is filled. IUP la an AffireAction, Equal Opportunity Pre-



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# FLORIDA INTERNATIONAL UNIVERSITY

#### University Registrar

Fiorida International University seeds applications and nominations for the position of University Registrar. FIU is a public, multi-campus, comprehensive university with an enrollment of 23,000 students. Located in Mann, Florida, the student body and employees represent considerable diversity within a multi-cultural, urban environment.

The Registrar reports to the Vice President whose portfolio includes responsibility for the North Campus. University Budget, Registration & Records, Admissions, Financial Aid and University Computing. The Registrar supervises a stuff of twenty-seven individuals on two campuses.

Responsibilities include all aspects of planning, organizing and managing the Registrar's Office to include: all aspects of student registration (including telephone registration); assist in formulating and implementing academic policies; maintenance of student records; course scheduling; classroom assignments; maintenance of the course master file and publication of the Schedule of Classes; graduation certification; nutification to students of their academic status and end of term grades; production, distribution, collection and processing of end of term grades; monitoring of NCAA eligibility and completion of CLAST requirement; Veteran's Affairs processing and enrollment certification of all students; student fee apreals process and Student Academic Support System (advising). The Registrar is also responsible for the office budget and personnel matters.

Régistrar is also responsible for the office budget and personnel matters. Applicants and nominees must have a master's degree and four years of appropriate experience or a bachelor's degree and six years of appropriate experience. Preference for candidates who demonstrate strong skills in leadership, group management, interpersonal relations and effective oral and written communication. Demonstrated knowledge and experience in telephone (voice response) registration, automated records systems, and effective advising support systems is desirable. An innovative individual is sought who can introduce new, more effective processes relating to the registration and records function. Sensitivity to the issues of a multilingual, multi-cultural environment is desirable.

Salary is competitive and commensurate with education and experience. Send letter of application, résumé and the names, addresses and telephone numbers of three references postmarked by May 26, 1992 to:

Charles L. Tinder, Chair Registrar Search Committee University Park, PC 522 Florida International University Miami, Florida 33199

Nominations must be postmærked by May 19, 1992 in order to allow sufficient time for the potential nominee to meet the application deadline. FIU is an Equal Opportunity, Equal Access. Affirmative Action employer and

# **ADMISSIONS COUNSELOR**

Carnegle Melion University is currently seeking an Admissions Counselor. This candidate is re-sponsible for the identification, recruitment, sesponsible for the identification, recruitment, se-lection, and enrollment of new undergraduates. Duties include working with the admissions staff and others on campus to establish long-term undergraduate recruiting goals and strategles; participating in the development and manage-ment of on-campus recruiting and visitation pro-grams; interviewing prospective atudents and their families, some travel as assigned, and full participation in the selection of students to be offered admission.

Qualifications include a Bachelor's degree or equivalent experience, excellent oral and written communication skills, and willingness to travel are required. Proven ability to work with high school students and/or previous admissions experience in protections.

Send resume referencing Job #5385 to: Carnegie Mellon University, Employment Office, Smith Hall, Pittsburgh, PA 15213-3890, An Affirmative Ac-tion/Equal Opportunity Employer.

|   | sistant or Associate Professor of Manage-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | organ and Policy Sciences. The University<br>of Texas School of Public Health is seeking<br>a Vighting Assistant or Associate Besting                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|   | of Toral Council Sciences. The University                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|   | a Visiting Assistant or Associate Professor<br>for the 1992-1993 and amount of the 1992-1 |
|   | for the 1993 1995 or Associate Professor                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|   | for the 1992-1993 academic year. Doctoral                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|   | degree in management, public administra-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| : | tion, or related area required. Responsibil-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|   | include (esching graduate courses in                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|   | oranization theory, public sector manage-<br>ment, and quantitative management meth-<br>ods. Preference given to consider the                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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|   | ods. Preference given to candidates with                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|   | expertise in simulation and modelling, deci-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|   | sion sciences, or program evaluation, and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|   | de interest in community health exercise                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|   | an interest in community bealth organiza-<br>tions. Applicants should send their curricu-<br>ins vine and three letters of secretary.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|   | minorities and Employer, Women and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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|   | Management / Policy Sciences: Assistant<br>Professor of Management and Policy Sci.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|   | Professional / Policy Sciences Appletum                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|   | Professor of Management and Policy Sci-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|   | track assisting a seeking a full-time tenure-<br>1933-1934 academic year, Doctoral degree<br>in management, public administration, or<br>related area required. Experience in simu-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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**Georgetown University** Medical Center

Coordinator of Curriculum For Problem-Based Learning **New Position** 

Georgetown University Medical School is seeking a Coordinator of Cornectium to assist in the planning and development of the implementation phase of Problem-Based Learning (PBL) in the first two years of medical education. Using broad guidelines provided by PBL faculty committees and the deans, primary responsibilities include:

- developing and managing educational resource material for PBL.
   directing the newly formed Office of Problem-Based Cearning.
   coordinating and staffing faculty planning groups designing the new currice.
- Codifying learning objectives,
   Codifying learning objectives,
   writing grants and reports for the PBL program,
   developing mechanisms for program assessmen
   Iranning precepturs and facilitators. Qualifications: Master's degree required. Experience in program and curric-ulum development in medical education. Excellent communication and in-terpersonal skills. Demonstrated ability to work with others to implement programs in academic development.

Application Procedures: Candidates should send a letter of application, resume, salary requirements and the names, addresses and phone numbers of three references to:

Search Commatee for PBL Coudinator William Ayers, M.D., Chair Georgetown University Muslical School 3900 Reservoir Rd., N.W., Rouon NW112 Med-Dent Washington, D.C. 20007

Starting Date: July 1, 1992. Application Deadline: May 30, 1992. Georgetown University is an equal opportunity employer and is committed to diversity among students, staff, faculty and administraturs.

#### **Assistant Director for Gift Aid**

The Office of Student Financial Aid at the University of Maryland at College Park has an Immediate Associate Staff, 12 month position available for Assistant Director for Gift Aid, Bachelor's required, Master's preferred, Must possess strong organizational, supervisory and managerial skills. Minimum of two years' experience in a large financial aid office and 3-5 years in general administration. Reports to the Associate Director for Cilent Services, Major responsibilities include the administration of institutional scholarships, private scholarships, and policy development for other grant programs. Counseling students on aid and policy formulation are other general responsibilities of the position. Provides halson with outside scholarship and grant agencies. Coordinates private scholarships with outside donors and coordinates all departmental scholarships. Performs need analysis and financial aid packaging. Serves as member of the Student Financial Aid Policy, Scholarship and Financial Aid Appeals Committees. Represents the office at secondary schools, community colleges as required. Responsible for the timely Completion of assigned reports. Serves as lialson with other University offices as assigned. Other duties as may be assigned. SALARY Depending upon qualifications and experience. Minimum of \$38,000 annually. NO CALLS PLEASE Forward your reasons for applying for this job to Chairpeison, Search Committee, Assistant Director for Gift Aid, 0 102 Lee Building, University of Manyland, College Park, MD 20742. Deadline for receipt of application. May 22, 1992. The University of Maryland actively subscribes to a policy of equal employment opportunity and will not discriminate against any employee or applicant because of race, age, sex, color, religion, national origin, or political affiliation.

#### ASSOCIATE DIRECTOR OF ADMISSIONS

The Johns Hopkins University invites applications and nominations for the position of Associate Director of Admissions. This senior level position reports to and assists the director in the management and operation of the office. Responsibilities include training, managing and evaluating members of the admissions courseling staff; coordinating the travel and reading schedules for the counseling staff and co-authoring the annual Master Plan. Some travel and interviewing will be required.

The successful candidate we are seeking will be an admissions professional with at least 5 years of college or university experience who understands the complementary roles of marketing and selection in a highly selective university like Johns Hopkins. A bachelor's degree is required, a Master's is preferred. Salary will be competitive and based on the candidate's experience. In order to be assured of consideration please submit a resume and a cover letter indicating JOB #1.92-158, and the names and addresses of three professional references, no later than May 15, 1992 to.

The Johns Hopkins Univers 34th and Charles Str. Baltimore, MD 21218 Attn: Carolyn D. Gaskins 146 Garland Hall AA/EO.E.

Excellent benefits including life and health insur Smoke-free and Drug-free

(Macintosh, team teach in nationally recognized interdisciplinary liberal arts integrative program and advice students, Master's deares dournelless, mass communication, English, or related discipline) and five years of professional writing experience tequired. Rank and salary commensurate with properation and experience. Excellent hapens package. Closing date is May 27, 1992 or until filled. Sand letter of application, resume, transcripts, published writing sampler and the names, addresses and releptions numbers of three professional references to Dr. Joffrey B. Willeas, P. O. Box 2100. Sloux City, Lowa 51104-2100. Briar City is an Equal Opportunity Employer.

# Alfred University

#### **Director of Administrative Services University Relations Division**

Planning and supervisory responsibilities for records management operations for a major division within the University. The University Relations Division is responsible for programs that support the University's strategic plan in Public Relations, Alumni-Parent Programs and University Development. We are looking for a professional with demonstrated experience, a high energy level, and a commitment to the attainment of personal and team goals. Candidate should possess skills to meet or exceed the following characteristics or tasks:

- Highly organized
- Supervisory/leadership experience
- · Ability to analyze data and prepare reports
- Coordinate travel
- · Supervise electronic and paper records management system
- Familiarization with the workings of an Alumni/Development database
- Strong verbal and written communication skills
- · Demonstrated proficiency with keyboard
- · Prospect research
- · Support overall operations for the Division

Experience in Alumni/Development operations and A.R.M.A certification will be beneficial, Salary competitive.

Alfred University, ranked as one of the nation's best small comprehensive colleges, is located in the beautiful Finger Lakes region, 40 miles west of Corning in upstate New York.

Consideration of all candidates will begin May 1, 1992 and continue until the position is filled. Send letter of application, resume, and the names of three references to:

Dr. William F. Stepp Vice President for University Relations Alfred University Greene Hail Alfred, New York 14802

AA/EOE

unity employer.

Mathematics Computer Science: Instructour/Assissan Professor at Bastern MomenaCollege. Fall Semester 1992 one-year fixedterm (sociental by renewable) no altion (cof).
Doctorate in Mulbematics or Computer
Science preferred; Master's degree acceptable. Experise in one of the following arcas is essential—experitse in two or morals
destrable: computer science, analysis,
probability and statistics. Demonstrated
wilkingness and abully to teach a variety of
courses in the mathematical sciences and
potential to contribute to the excellence of
the department in teaching and scholarship
are assential. For more information call
(400) 657-2278. Servering of applications to
began May 13, 1992 and will continue until
position is filled. Sabard letter of application, resume, three (3) letters of recommendation, and cooles of transcripts to Chair,
Math Screening Committee. Human Resources/EEO-AA Office, Eastern blomters
College, 1500 North 50th Street, Billiff,
Montana 59101-0293, (406) 657-2278, EEO
AA.



#### PLANNED GIVING OFFICER

#### Union Theological Seminary in Virginia

Union Theological Seminary in Virginia is seeking a Planned Giving Officer for an established Planned Giving program. The Planned Giving Officer is responsible for all aspects of the Identification, cultivation and solicitation of planned gifts for the seminary. This officer will administer the Planned Giving program, report to the Director of Development and assist in se-curing planned gifts for the seminary's capital campaign.

#### Specific Responsibilities:

- Market planned giving rechniques for Union Theological Semi-nary through direct mail and personal contacts.
- Frepare and distribute planned giving literature including brochures and other information on charitable remainder trusts, gift annuities, pooled income funds, gifts of real estate, gifts of tangible property, gifts of securities, and bequests.
   Coordinate and respond to inquiries arising from planning giving promotional materials and general Development Office literature.
- Assist with development of seminar materials and present semi-nars on occasion to alumni, faculty, staff, churches, and friends of
- Prepare development proposals and present such proposals to prospective donors. Maintain personal contact with prospects to encourage interest in planned giving options. Coordinate activities incidental to making a gift, such as consulting with with donors' attorneys or advisors, to ensure the necessary arrangements for collection of the gift.

  Serve as flatson with volunteer groups and class representative.
- Serve as Russon with volunteer groups and class representatives who assist with marketing planned giving programs.
   Recommend policy to Director relating to Planned Giving and/or
- servinary development activities.

   Perform other related duties incidental to the work described

Consideration will be given to condidates who have the following skills and attributes: 3-5 years of direct experience in non-profit institutional development with involvement in planned/major gift solicitation, and knowledge of tax laws as applied to planned giving. The position requires exceptional writing abilities, organizational experience, interpresonal and communication skills. If not a Presbyterian, the applicant should understand the life and work of mainline Protestant churches in general, Applicant should have or be willing to acquire an understanding of the organization and work of the Presbyterian Church in particular and the role of theological seminaries in the life of the church.

Send résumés by May 22, 1992, to:

Director of Development Union Theological Seminary in Virginia 3401 Brook Roed, Richmond, Virginia 23227



#### SYRACUSE UNIVERSITY **COLLEGE OF NURSING NLN Accredited Programs Graduate Recruiter**

Syracuse University College of Nursing has an opening for the posi-tion of Graduate Recruiter. Responsibilities include design and imple-mentation of the College of Nursing Graduate Recruitment activities. Qualifications include a Master's Dagree in Nursing; excellent com-munication and public relations skills, organizational ability and cre-trivity; the ability to work effectively with the University Graduate Ad-missions Office, Extended Campus and University College.

Application deadline is May 27, 1892. Please send cover letter and current résumé to: Office of Human Resources, SYRACUSE UNIVER-SITY, Skytop Office Bidg., Syracuse, NY 13244-5300.

An Equal Opportunity, Affirmative Action Employer.

Mechanical Engineering. The Department of Mechanical Engineering. University of Alabama in Himinghom, invites applications for a tenure track, position at the Assistant Professor level in the automated againstance and a spateau area. Applicants must have a doctoral degree in Mechanical Engineering. Montineturing Engineering, or a closely reinted discipline and an interest in traditional areas of mochanical engineering, and the dovelopment of a research program in the area of automated manufacturing. The position will include responsibility for the Automated Manufacturing. The position will include responsibility for the Automated Manufacturing. The position will include responsibility for the Automated Manufacturing. Primary consideration will be given to U.S. citizens and permanent residents. Foreign mationals please include visa sintus. Please send a resume, research plan, and names of three references to Dr. Terry Wright, Chairman, Department of Mechanical Engineering. University of Alabama at Blimingham. Bis-pidingham, Alabama 3294, UAB is an Affirmative Action, Regal Opportunity Employer.

Piscataway is recruiting for a Mental Hearth Canician II for its New Brunswick Office. The successful candidate will participate in the assessment and treatment of the clinical media of the clinical sessial in the development of treatment planning and provide clinical supervision. Ph.D. In a mental health discipline, or a Master's dogree in a mental health discipline phys 2 years of rost-Moster's professionally-related experience in the mantal health field. The University of Medicine and Dentistry of New Jersey, New Jersey auniversity of the bealth sciences, offers a competitive salary and an outstanding beachts package. Picase send resume with salary requirements to: Ms. Elike Matther (2P191), Humon Resources Department CHE, UMDNI, 45 Krishtsbridge Road. CHE, UMDNI, 45 Krishtsbridge Road. CHE, Employmen Opportunity Employer, multive, and a member of the University Health System of New Jersey. Medicine/Research: Paculty research associate position available immediately. Extensive teaching responsibilities: teaching students, residents because of processing processing the control of the contr tensive teaching responsibilities: teaching students, residents, housestelf, postgraduate attudents in oneclosy and physiciony. Research responsibilities: investigations of splanchine blood flow in models of portal hypertension and cancer growth and liver regeneration, will study hormonal monitoulations, in vitro and in vivo methodology and molecular blodgical techniques and thane culture techniques. Requirements: M.D. degree with medical residency training complete and at least four years' experience in basic science research. Background must be extensive in malamation, and computer science with experience in receptor modeling and statistical modeling. Use of BMDP, and GLIM software: Demonstrated effectiveness in academic teaching and research with capacity to write peer reviewed striteles and present at national meeting. Sead resum and these letters of recommendation to: James V. Sitzman, M.D., The Johns Hopdins Hospins, 600 Morth Wolfe Street, Blalock, 663, Balifmore, Maryland 21203.

Mental Health Mental Health Clinicism II. The Community Mental Health Center at

tor of Minority Student Affairs. The University of Minority Student Affairs. The University of Minard is a private non-profit research university is private non-profit research university located in Coral Gables. Florida with 12,000 full time students. The Department seeks an individual who has the academic credentials and professional accomplishments that merit appointment as Assistant Director. General duties include the assessment of concerns related to the academic progress of Black underpradicted to the academic progress of Black underpradicted and academic deficiencies, and Eutoring needs; avaist with floancies and autoring medical activities and progress of the diversified Black audent population. Requirements include a Master a degree (preferred) and a minimum of three years experience in this or a related student affairs area. Salary (\$19,80,523,000) for a 12 month appointment includes accellent benefits. Please send complete résumé alons with stare to five references to Dr. Joanne E. Notitusham, Minority Student Affairs, University of Milani, 3604 Merrick Drive, Building 21-K. Coral Gables, Florida 33124-5385. AA/EEO Employer.

UNIVERSITY OF MARYLAND COLLEGE PARK LIBRARIES Associate Librarian II

#### Maps and International Documents Librarian

The University of Maryland College Park Libraries invites applications for the position: Associate Librarian II, Maps and International Documents Librarian

RESPONSIBILITIES: Provide research and reference assistance in the Government Documents/Maps Room, including work with machine-readable databases and Library instruction; collection management responsibility for the maps and international documents collection; assisting in the unit's maintenance of the standards of the federal depository

program.

QUALIFICATIONS: Required: ALA-accredited Master's degree in Library Science. One year's professional experience; reference assistance experience; demonstrated strong public service orientation; demonstrated familiarity with organization and maintenance of U.S. federal government documents, documents of international organizations and/or maps. Preferred: Working experience in a U.S. federal government documents depository library; experience with searching observants information sources and databases. Desirable: Subject expertise or comparable experience in cartography or geography.

surfices and databases. Desirable: Subject experiesce or comparable experience in cartography or geography.

SALARY: \$25,604 minimum. Salary commensurate with experience. Excellent benefits. For full consideration, submit resume and name-s/addresses of three references by June 1, 1992. Applications will be accepted until position is filled. Send resume to: Ray Foster, Personnel Librarian. Library Personnel Services, McKeldin Library, Univ. of MD, College Park, MD 20742-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. MINORITIES ARE ENCOURAGED TO APPLY.

#### RESEARCH ADMINISTRATOR

Natural Resources, Food & Social Sciences

Cooperative State Research Service U.S. Department of Agriculture

Cooperative State Research Service seeks applicants for a Deputy Administrator. This is a Senior Executive position with responsibility for administrating research programs in Natural Resources, Food & Social Sciences. The person is responsibilite for policy formulation, administration, coordination, research program planning, development and improvement relative to all aspects of natural resources research, including soils, water and watershed, crosion and soil conservation, forestry, witdlife, recreation, fisheries, forest products, technology: agricultural engineering, energy in agriculture, and fand use; food science, human nutrition; econominist, environmental and agriculture, and fand use; food science, human nutrition; econominist, environmental and agriculture, etc. The person atto administers the special grants research programs in thuse areas and is responsible for planning and coordination among cooperating forestry institutions under the Evant-Allen Cooperative Agricultural Research Act. Candidates must respond to a set of managerial and technical evaluation factors. These factors are described in a supplemental applicant statement included in the vacancy announcement. The Announcement Number is CSRS-92-767. For a copy of the application package, please contact Kathy Asmussen at 202-720-9811. The closing date is May

U.S. Department of Agriculture is an Equal Opportunity Employer.



#### DIRECTOR OF STUDENT ACTIVITIES University of Houston-Downtown

The University of Houston-Downtown seeks an experienced and Innovative Individual to serve as Director of Student Activities. The University of Houston-Downtown is a four-year, open admissions institution dedicated to excellence in undergraduate education. The successful candidate will direct a comprehensive student activities program composed of Student Organizations, the Student Covernment Secretain, University Program Council, Intramural Sports and Recreation, The Cameroom, Student Lounge, Leadership Development Program, and Intercultural Programating.

dung.

Candidates must have a Master's degree and a minimum of three years of experience in Student Affairs or related field. Strong interpersonal, organizational, written and verbal communication skills are also required. Three years of experience as a student activity advisor or director is preferred. Salary is competitive. Candidates should send a letter of interret, safary is competitive.

Candidates should send a letter of interret, a résumé, and the names, addresses, and telephone numbers of three references to Dr. Richard Padilla, Dean of Student Affairs, Univareity of Houston-Downtown, One Maia Street, Houston, Texas 77002. Application review will begin on May 29, 1992, and continue until the position is filled.

The University of Houston-Downtown is an Affirmative Action, Equal Opportunity Employer. Minorities are especially encouraged to apply.

ary requirements to: Ms. Elife Mattner (2PTP91), Human Resources Department (CHE), UMDNI, 45 Knishtebridge Road. CN 6810, Piscataway, New Jersey 0893-6810. UMDNI, is an Affirmative Action. Equal Employment Opportunity Employment letter of application and résume to: Direc-tor of Human Resources Management. Northwest Missonri State University, Mar-yville, Missouri 6468, Northwest is an Equal Opportunity, Affirmative Action Employer and encourages women and mi-norities to apply.

Music: Liberty University, an independant Christian liberal arts college, seeks to fill a vacancy in the vocal area. Sogmon preferred. MM Vocal Performance, DMA or Ed. D. proferred. Mulmun of five years of public school teaching experjence preferred. Successing experjence preferred. Successing experjence preferred. Successing experjence of conducting the University Chorale. Letter of application, resume, and memer, addresses and interproper numbers of three references should be sent to Dr. Broyd Rial, Dean, College, of Arts and Sciences, Liberty University. Lynchura, Virginia 24366.

Music: Veldosia State College announces the availability of a mine-month, senute-track position in the Department of Music other

sume, and references should be sent to Dr. James Braswell; Heed, Department of Mu-sic; Valdosta State College; Valdosta, Georgia 1998. Do not send tapes until re-quested, An Equal Opportunity, Affirma-ity Action Employer.

Music: Rull-lime, tenure track position in the Department of Music at Brakine College to begin in August 1992. Doctorate or ABD expected and candidates should have a commitment to excellence in teaching at a small, church-related, liberal arts college in a rural setting. Responsibilities include teaching applied piano and serving as an accompanyis. Send letter of interest and credentials to: Dr. James W. Gettys, Vice. President and Dean of the College, P. O. Box 248, Dua West, South Carolina 29639.

Music: Southern Arbaness University

Music: Southern Arkansas University, Assistant Professor of Music—Woodwinds.
SAU is seeking applications for an Assistant
frofessor of Music—Woodwinds. Duties include teaching woodwinds. Duties include teaching woodwind instruments; directing lazz and pep bands; assistant
gwith marchina and concert persons in
attucting mosto education courses; and
other assignments as needed by depart-

Music: The Ohio State University, 1866
College Road, Columbus, Ohio 43710; Autumn Quarter 1992. Begin reviewing applications may 15, 1992, and will accept applications until these positions have been
filled. Do not seed tapes until requested. (1)
Music Education: Nine-month term (renewable up to three years) assistant professor. Doctonsite required; minimum of three
years' successful K-12 teaching; evidence
of scholarly activity. Preference given to
those with prior university level reaching,
experience in special education, functional
guitar skills, and/or knowledge of music of
diverse cultures. Apply to Jamps E. Major.
(2) Music Technology: Nine-month tenure-

#### DIRECTOR OF **HUMAN RESOURCES**

Jersey City State College invites applications for the position of Director of Human Resources to begin July 1, 1992. The position is responsible for all aspects of personnel administration. hiring, salary and compensation management and human resource development. This posi-tion reports to the Vice-President of Administration and Finance.

Minimum Qualifications: Masters Degree in a related area with signifi-cant emphasis in contract management, wage and salary administration, AA/EEO and other related human resource areas.

At least five years progressive experience in personnel administration or employee relations. Desired Qualifications:

Personnel work experience in higher education setting. Familiarity with in-service and staff

development training. Knowledge of and experience with computer-ized personnel and related systems.

Salary Range: \$44,789.54-\$64.943.96

Applications:
Deadline for applications is May 22, 1992. Nominations and applications should be sent to: Mr. Robert Cruz, Chair, Director of Human Re-

sources Search Committee, Jersey City State College, 2039 Kennedy Bouleverd, State College, 2039 Kennedy Boulevi Hepburn Hall 314, Jersey City, NJ 07305

# JERSEY CITY STATE COLLEGE

#### HEARTLAND COMMUNITY COLLEGE Coordinator of Nursing Education

Heartland Community College, the newest community college in lines, seeking a Coordinator of Nursing Education to develop a new modified and program (pending state approval). We are seeking an enhance the hard-working team player who is dedicated to developing Handol Community College into the premier community college. We prize acade attitude, a wallingness to pitch-in, and the ability to relate well to a load range of convortion.

Qualifications include a Master of Science degree in nursing, two years experience as an instructor in nursing education, and two years it spacetic in clinical nursing. Preference will be given to candidates with preduce experience at the community at the community college level which had experience with nursing assistant, practical nursing, and associate gree nursing education programs. Qualified individuals who have applet for nursing faculty positions will automatically be considered. Bloomington-Normal, identified in 1991 by Money Magazine as he bet community in Illinois in which to live, and ranked 48th nationally, had population of about 95,000. It is located in the geographical center of limbs approximately 135 miles southwest of Chicago and 160 miles norbest of 5t. Lauis, and is easily accessible by car, train, or plane. The minds metropolitan area combines a diversified and stable economy with the foundational and cultural opportunities provided by two universities.

Application: Lating of applications and describes the stable experience.

Application: Letters of application and resumes should be sent to Courdinator of Human Resources (Interim) Heartland Community College 1540 Fast College Avenue Normal, IL 61761

Review of applications will begin immediately and continue until the pot-tion is filled. Heartland Community College is an Affirmative Action, had Opportunity Employer. Women, minorities, and the disabled are enou-aged to apply.

nent chair. Also be prepared to teach Music Appreciation. Qualifications: Master's degree with successful nublic achool teaching experience, demonstrated excellence in woodwind performance and directing of lazz ensemble. Performance in faculty recitals, band camp planning and leadership desirable. Sqlary and rank commensurate with qualifications. This is a non-tenure track position. In addition, SAU offers an excellent fringe benefits package. While the primary emphasis at SAU is on high-quality leaching to undergraduate students, research and public services are encouraged and supported. SAU believes that cultural diversity is essential to the educational process, thus applications from misonities and women are excellent. ional riversity is essential to the educational process, thus applications from mioorities and women are strongly encouraged. Applications will be accepted until
the position is filled. The formal review
process will beam May 11, 1992. Interested
persons should send a letter of interest, resume and the names, addresses, and telephone numbers of three people who may be
contacted as references to Director of Personnel. Southern Arkanus University.
SAU Box 1288, Magnolla, Arkansas 7173;
telephone 501-235-4008. Affirmative Acilon, Equal Opportunity Employer.

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#### THE REPORT OF THE PROPERTY OF

#### BROWN UNIVERSITY

#### Thomas J. Watson Jr. Institute for International Studies

#### Director

Brown University invites applications or nonlinations for the newly-created Howard R. Swearer Directorship for International Studies, named in honor of the first director of the Watson Institute and former president of the university. Founded in 1986, the Watson Institute is designed to be the focal point within the university for International studies, currently including thirteen affiliated centers and programs. This position of director provides an unusual opportunity for academic kadership and institute combines fundamental schularship and problem-priented policy analysis; the current foci are foreign policy and interand the Watsun Institute combines fundamental scholarship and prob-lem-priented policy analysis; the current foct are foreign policy and inter-national security, socio-economic development, and transnational prob-lems. Brown University seeks someone to provide vision for the Watson Institute, expand its research, and support appropriate academic pro-grams. The Director should have held an important administrative posi-tion in an academic institution or a senior policy-making position and have credentials appropriate for a tenured faculty appointment. The Director should have administrative skills and a demonstrated ability to command respect among diverse constituencies of faculty, students, and national and international leaders. While a substantial endowment is already in place, one of the major leadership challenges will be generat-ing resources and endowment to ensure quality programs. The Director will report through the Provost to the President. Nominations or a letter of application, resume, and at least three names, addresses, and phone of application, resume, and at least three names, addresses, and phone numbers of references should be sent to:

> Watson Institute Directorship Search Committee Brown University Box 1980 Providence, RI 02912

To receive consideration, applications should be received no later than July 15, 1992; but the search will remain open until a suitable candidate is selected. Brown is an AA/EOE employer and especially welcomes applications from women and minority candidates.

TO THE SECOND SE

#### You know our BANNER Series. Learn more about our Career Opportunities!

Systems & Computer Technology's BANNER Series, ecognized as the leader in administrative software for ligher education, meets the complete information needs f managers, administrators and departmental users with ive integrated systems:

Student Admissions/ Registration

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Human Resources Alumni/Development Consulting positions are available for individuals with applications expertise in one or more of these areas and excellent communication and presentation skills. Knowledge of automated systems and computer literacy is a definite asset.

Selected candidates will provide our clients with training and consulting support in the implementation of our BANNER Systems. Travel will be required.

Highly competitive salaries, excellent benefits and opporfunities for advancement are provided. For consideration, send your resume and salary requirements to: Dianne Downey, SCT, 4 Country View Road, Malvern, PA 19355.

For further information on career opportunities with SCT, call our JOB LINE at 1 (800) 722-2344. We are an equal opportunity employer.



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nity college general education humanities program. Letter of application, current resume, and copies of undergaduate and graduate transcripts are required. Candidates may support their application with additional materials if delired. Nominations and applications will continue to be received until the position is filled. However, since the search committee will begin reviewing applicant's materials mid-May 1992, submissions are especially encouraged prior to that time. Send to: Carol Blowers, Human Resources Manager: Brainerd College Offve; Branerd, Minnesota 36401; Phone: 218/828-2643. An Affirmative Action, Equal Opportunity Employer.

Music: Southeastern Oklahoma State University. Olirector of Bands, Master's degree required, doctorate and public school teaching experience preferred. Primary responsibilities are directing the Murching Band and Concert Band, teaching instrumental conducting, marching band techniques, and applied music. Other duties may include student advisement, the supervision of situdent teachers and entry-year teachers, and classes or small ensembles in

OFFICE OF STUDENT LIFE FLORIDA STATE UNIVERSITY

#### **Assistant Director, Student Affairs**

The Assistant Director assumes primary responsibility for all artivities related to student development and residence life in twelve university residence halls. The Assistant Director supervises five graduate half directors in the daily operations of their areas of responsibility. In addition, the Assistant Director provides direct leadership for graduate and undergraduate staff selection, training, and evaluation; development of residence life publications; coordination of the residence half judicial system; advising student groups; developing educational programs; and coordinating survey research. The Assistant Director is a part of the central staff and assists with policy development and decision-making at the department level.

QIIALFICATIONS, Master decision-making at the department level.

QUALIFICATIONS: Master's degree in appropriate area of specializa-tion and two years of appropriate experience or a Bachelor's degree in appropriate area of specialization and four years of appropriate expe-rience (four years' related experience in housing and a Master's degree are essential). Starting date approximately July 6, 1992.

SALARY: Range is \$25,810-946,500 plus benefits. Hiring is anticipated to be at or near base.

Florida State University is a comprehensive research institution of 29,000 students. Over 5,000 students are housed in on-campus residence halls and apartment

To apply, send two copies of a résumé, three current letters of reference, and a letter of application to: University Personnel Relations Florida State University 216 William Johnston Building, R-49 Taliahassee, Fl. 32306-1001

Interviews will be conducted at the Southeastern Placement Showcase in Atlanta. Deadline for receiving applications is May 21, 1992. Florida State University is an EEO/AA employer with preference given to veterans and spouses of veterans as provided in Chapter 295. Florida

#### SOUTHERN CONNECTICUT STATE UNIVERSITY

#### Residence Life

Assistant to the Director of Housing/Residence Hell Director, 4 posi-

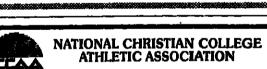
Under the supervision of the Associate Dean of Student Af-fairs/Readence Life, this live-in professional staff member is responsible for the overall quality of life in a University resi-dence hall. He/she coordinates the educational, student development administrative aspects of a residence hall. The emphasla of this position is on establishing and maintening an atmosphere conducive to personal growth and academic achievement. (12 month position)

EDUCATION AND EXPERIENCE: Two years of relevant housing experience equipping the applicant to relate effectively to realdent university students and staff. A Bachelor's degree is required. These quelifications may be weived for individuals with appropriate alternace experience.

Salary Pange: \$26,500-\$28,000 plus furnished apartment and fringe Candidates should submit cover letter, résumé and 3 letters of reference. The closing date of application is May 11, 1982. Please direct

Mr. Richard V. Farricielli Associate Deen of Student Affairs/Resi 320 Fitch St. New Haven, CT 08515

AA/EOE



**Director of Advancement** The NCCAA invites applications and nominations for the position of Director of Advancement. The Director of Advancement shall lead and manage the advancement afters of the association: shall generate funds and coordinate the public relations area of the NCCAA; shall develop a donor base with business and professional people, corporations, and foundations, shall coordinate and promote special events that assist in the financial support of the NCCAA; and shall contact college presidents, eitheld director, and coaches in regard to promoting the purpose and intuitive of the association. The Director of Advancement reports to the Executive Director.

reports to the Executive Director.

Minimum qualifications include a Bachelor's degree with advanced degree pseterred; at feast five years' experience in public relations, marketing, business management, fund raising, and/or teaching/coaching, strong menagerial, organizational, leadership, and vorbal and written communication skills; an understanding of and comminment to Christian higher education; and a personal relationship with Jesus Christ.

The NCCAA is comprised of 110 member institutions, Curistan liberal anti-colleges and Bible colleges, representing approximately 8,000 shutest athletes and over 400 coaches. The association sponsors 12 pational championships and promotes Christian outreach and ministry by coaches and student-athletes.

Salary is dependent upon qualifications and experience. The goal is to fill the position by June 1, 1992 or sooner. The review of applicants will begin immediately. Direct nominations or letters of explication with resume and at least three letters of recommendation to: Dr. Barry R. May, Executive Director, NCCAA, P. O. Box 1312, Marion, IN

the candidate's area of expertise. The Di-rector of Bands will also coordinate a com-preheasive recruitment program. To apply, submit a letter of application, résamé, uni-versity transcripts, and three letters of rec-ommendation to the Personnet Office, Southeastern Oktahoms State University, Station A, Durant, Oktahoms 74701, Appli-cation deadline is Juns 30, 1992. AA/EOE.

cation deadline is Juns 30, 1772. RABOUS.

Munic: Instructor in plano and orsan. Tenure-track Instructor, salary raises \$22,000,
\$24,000. Teach applied plano and applied
organ; possible secondary teaching restonsibilities is theory or history; be willing to
accompany soone faculty and attodent recltals; recruit and retain talented planoforgan
majors. Tenure-track; 9-10 month positionwith optional summer employment. Department of 13 faculty; BM and BA degrees
offered, exciting program, excellent facilities. Minimum qualifications: ABD in plano or organ performance. Proterred qual-

fications; DMA in pissuo or organ performance with college teaching experience. Applicants should submit letter of application, resume, transcripts of all policy work, names, addresses, and telephone numbers of the references, my other supporting information and recent sundo or video tape of solo performance (submit self-addressed, stamped suvelpe, or tapes will not be returned). Deadline for application: May 15, 1992 or until position is filled. Send to Earl Logan, Chairman, Pinco Search Committee, P. O. Box 16335, Lawton, Oklahoma 73503. AA/EGE.

Music: Keyboard Instructor for one of America's leading independent boarding schools. Rull-lime, germanean position.

Letter of application and ristume to: Office of the President, Wayland Academy, 101 North University Avenue, Beaver Dam, Wiscomin 33916.



#### Assistant to the President

#### (Equal Opportunity/Diversity Issues and University Policy Development)

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional university with five colleges, a graduate school, and a School of University Studies, it is the only senior institution serving the southeastern quadrant of Missouri. The campus is situated on a hill overlooking the city of Caps Girardeau (population 34,000) and the Missiesippi River. During the 1991 fell semester, 8,800 students were smalled in programs leading to associate, bachelor's, master's and specialist degrees.

THE UNIVERSITY INVITES NOMINATIONS and applications for the position of Assistant to the President for Equal Opportunity/Diversity issues and University Policy Development. Reporting to the President, this senior administrator will serve as one of the President's key advisors, with responsibility for supervision, coordination, and active development of practices designed to enhance the university community's appreciation for cultural diversity, its climate of tolerance and respect for the rights of all bersons, and its adherence to effirmative action and equal persons, and its adherence to affirmative action and equal opportunity statutes, regulations, and policies. The Assistant to the President will provide advice in policy and procedures development, including routine legal advice if credentials are appropriate.

QUALIFICATIONS:

an appropriate professional or graduate degree (J.D. or Ph.D.) la required.

comprehensive understanding of the quiture of higher education and the complex issues related to affirmative action and equal

opportunity within that culture.
experience with affirmative action law, practice, and administration.

demonstrated commitment to affirmative action and the promotion of outtural diversity.

effective written and oral communication skills.
 atrong interpersonal skills, including a team orientation, the ability to motivate others, creative problem-solving, and conflict

SALARY AND BENEFITS are competitive and commensurate with experience and credentials. This is a twelve-month position. Position available July 1, 1992, or as soon as possible thereafter.

APPLICATION PROCEDURE: Review of applications will begin immediately and continue until the position is filled. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vita, and the names, addresses, and phone numbers of three references to: Kala M. Stroup, President, Southeast Missouri State University, One University Plaza, Cape Girardeau, Missouri 63701.

An Affirmative Action/Equal Opportunity Employer



#### Director of Harambee House Wellesley College

Wellesley College seeks a Director of Harambee House, the cultural center for students of African descent. The Director serves as advocate, advisor, and counselor to the students and is concerned with their educational, social, and cultural development. The Director provides various programs to the student and larger community and plays a major role in the multicultural initiative of the college. The Director is advisor to Bthos, the Black Student Organization, and is responsible for overall administration and functioning of Harambee House.

Requirements: B.A. degree or equivalent is required with two to three years of experience in an academic setting, working

If interested, send cover letter and resume to: Patricia E. Basque, Manager of Employee Relations, Wellesley College, Wellesley, MA 02181 by 5/8/92.

Wellesley College especially welcomes applications from ethnic minorities and women.

#### Wellesley College

Natural Resources: Aguistant / Associate Professor—Spatial Analysis in Natural Resources, School of Agriculture and Lond Resources, School of Agriculture and Lond Resources Meanagement, University of Alaska Fairbnaks, \$1,490,94/bi-weekly purpose of Research, Challenging opportunity for Physical Geography, Natural Resources Management, Spatial Statistics, or a related field required. For more information and applications for the position of Director of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research, Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for established investigator. The Center of Research Challenging opportunity for e Ph.D. in Poestry. Natural Resources Management, Spatial Statistics, or a relatived field required. For more information and application process, contact Lori Schommer, CES/SALRM Personnal Contact. Room 110, Arctic Health Building, University of Alaska Pairbanks, Alaska 99775; 907-474-7963. Applications due June 6, 1992. Persons bired by the University of Alaska must comply with the provision of the 1986 immération Control Act and are expected to possess a valif social security aumber. Finalist applications for employment with the University of Alaska may be subject to disclosure. The University of Alaska is an EU/AA Employer and Educational Institution.

Nursum requireil. Current clinical experi-ence in area of experise required. Deadline April 1, 1992, or until filled. Salary and rank commensurate with education and ex-perience. Contact Chairman, Departure 17 of Nursing, Boise State University, Boise, Idaho 83725; (208) 185-3900. EO/AA Insti-tution.



DIRECTOR

**ACADEMIC** 

COMPUTING

#### Director Career Placement Center

The Position: The University's Director of Career Placement is responsible for the overall direction of the University's placement function. The Director reports to the Associate Provinct of Undergraduate Education. The primary function of the Placement Center is to prepare undergraduate students for employment opportu-sities, develop on campus and off campus employer interview opportunities fo raties, develop on campus and or campus employer interview opportunities for students, develop close relationships with employers, maintain strong relationships with major units on campus including the academic units. University Alumni and Parent Relations, Student Development, and other internal stakeholders. In addition, the Placement Center Discotor also has responsibility for the development of cooperative education work positions and internship position dovelopment, and for a growing placement operation need for graduate students and alumni. The Director is responsible for the overall strategic direction of placement activities within the University and supervises a staff of 12 professional and clerical employees.

the University: Founded in 1850 by the Marianists, the University of Dayton aspires to be one of the Midwest's linest private universities, and one of the nation's feading Catholic universities. It ofters a wide range of opportunities and challenges for adjirector of placement activities who wishes to work in a rewarding University setting.

With more than 11,000 undergraduate and graduate students in th With more than 11,000 undergraduate and graduate students in the College of Arts and Sciences, and the Schools of Business Administration, Education, Engineering and Law, the University lorday is the largest private university in Ohio and one of the top ten Catholic universities nationally. Its Research Institute conducts annually over \$38 million in sponsored sessarch for government and Industry. The University's attractive 100 acre campus, within a dynamic metropolitan area of more than 800,000 people, ofters a rich living and learning environment with many cultural, recreational and educational amongster.

Qualifications: Candidates for the position should have at a minimum, a master Qualifications: Candidates for the position should have at a minimum, a masters degree and ten years of experience with progressively increasing responsibility in placement ant/or human resources management positions. Candidates must evidence effective interpersonal and communication skills, be familiar with state of the art tends in college placement activities, have effective planning, implementation, and evaluation skills, and be able to work with a large and varied set of individuals inside and outside of the University. Candidates should exhibit an understanding of, appreciation for and ability to contribute to the mission of a comprehensive, Catholic university.

pplications: Applications should include:(1) a fetter summarizing the candidate's education, experience, qualifications and interest in the position; (2) a complete resume, and (3) names of at least line references. Application screening will begin May 26 and continue until the position is filted. Applications and nominations should be sent to:

Dr. Sam Gould Search Committee Chair School of Business Administratic The University of Dayton Dayton, Ohio 45469-2226

Starting date for the position is no later than August 1, 1992. Salary is competitive



The University of Dayton

he University of Dayton is an Equal Opportunity/Atfirmative Action Employe

#### PROGRAM ADVISOR University of Chicago

Qualified applicants are invited to apply for this challenging and exciting fulltime, twelve-month position in the Student Activities Office. Responsibilities include advising Student Government and its committees, yearbook, Black and Hispanic student associations, Women's Union, and the Festival of the Arts. Serve as chair of the Leadership Task Force which is responsible for planning and implementing our leadership development program for graduate and undergraduate students. Develop and maintain a library of leadership resources for students and staff. Update, print and distribute a student activities handbook. Serve as a member of the Student Activities Office staff and assist with various office programs and projects and serve on committees. Professional development is encouraged and supported. Master's degree in student personnel or related field required. Experience in advising student government and other student organizations essential. Annual salary range is \$22,000-\$24,000 plus insurance and tuition assistance. Deadline for applications is May 15, 1992. Send a letter of application, résumé and the names, addresses and telephone numbers of three references to: Barry Nelson, Director of Student Activities, University of Chicago, 1212 E. 59th Street, Chicago, IL 60637. For more information call (312) 702-9554. Women and minorities are encouraged to apply. are encouraged to apply

DIRECTOR, STUDY ABROAD AND INTERNATIONAL INTERNSHIP OF-FIGE. Master's degree required, Ph.D. preferred, preferably in an international studies field. Proven evidence of a strong commitment to the objectives of international education; en interest in and talent for working with undergraduate students; a minimum of five years of experience In a study abroad office, or study abroad related office; and familiarity with handling budgets are required. Knowledge of one or more foreign languages; college-level teaching experience; and familiarity with computer applications for a study abroad office are preferred. Applications from women and minority candidates are especially invited. Submit a letter of application and resume by May 15, 1992 to: John Grandin, Search Committee Chair, Position #221050, UNIVERSITY OF RHODE ISLAND, P.O. Box G, Kingston, RI 02881. An Affirmative Action/Equal Opportunity

Nursing: Forward thinking, energotic leadorshin sought for a baccalaureate nursing
grogram in the exciting intermountain
Wast. Apolications being accepted for the
rosition of Program Director in a baccalaureate program which has 30 basic students,
60 RN advanced placement students, and
13 full-time faculty. Position reports to
the Associate Deam/Chair, Department of
Nursing. Demonstrated competence in
baccelaureate teaching, research and comnumity service required. Master's in nursing and doctorate in sursing or related field
required. Contract to begin August 10,
1992. Salary and rank commensurate with
experience and qualifications. Deadline
April 1, 1992, or until filled. Contact Chairflago. Department of Nursing, Boise Stele
University, Boise, Idaho \$1725; (208) 3833000. Equal Opportualty. Affirmative Action institution.

Nursing: South Dakota State University, Codege of Nursing, Nurse faculty positions. Anticipated full-time terms-track, term and part-time opportunities for August, 1992 in the areas of pareni-child, community-health, resychiatic/mental health, community-health, resychiatic/mental health, and athil-bealth aursing. The College of Nursing offers programs to seven sites. Faculty opportunities are nossible in Brookings, Sioux Falts, Martin, Rapid City, South Dakota or Sioux City, Iowa, Piculty are resultedly expected to travel to off-campus sites for clinical aboratory, teaching in the Geoetic, RN Upward Mobility, and Master's reograms. Licensure or clinical some formation in the sasigned area required. Good consumulcation and later personal relationship skills required. Doctoral preparation

#### DIRECTOR OF PUBLIC SECTOR PROGRAMS DIRECTOR OF PRIVATE SECTOR PROGRAMS

#### Association of Governing Boards of Universities and Colleges

The Association of Governing Boards of Universities and Colleges (AGB) invites nominations and applications for two new senior level positions, available July 1, 1992. The Directors will monitor trends in their respective sectors of higher education, maintain good communication with constituents and associations, plan and implement seminate and other programs, and undertake related research and special projects.

Qualifications include significant upper level experience in public or private higher education institutions or systems; familiarity with the role of governing boards; knowledge of trends affecting governance and management in public or private higher education; and strong skills in research, project management,

Salary is open and based on qualifications and experience. Review of applica-tions and nominations will begin on May 15. Please send a letter of application that addresses specific qualifications for the position sought, résumé, and writing sample to:

Barbara E. Taylor
Vice President for Programs and Research
Association of Governing Boards of Universities and Colleges
One Dupont Circle
Suite 400 Washington, DC 20036

AGB is an Equal Opportunity, Affirmative Action Employer.

#### SETON HALL UNIVERSITY DIRECTOR OF PROSPECT RESEARCH

The Director of Prospect Research will coordinate all prospect research activities, create and maintain current profiles on all regents and major donors; identify and research new major gift prospects; read all major regional dailies, read weekly various business publications; and maintain current reference library. Other responsibilities include maintaining current data base on prospects, assign new projects to staff, assist with screening ratings. Bachelor's degree required, and advanced degree preferred. Three to five years' experience in Prospect Research. Knowledge of information management system preferred. Send résumé and letter of application on or before May 14, 1992 to; Capital Campaign Office, Seton Hall University, 457 Centre Street, South Orange, New Jersey 07079. An Equal Opportunity, Affirmative Action Employer.

#### **Director of Public Relations**

Sue Bennett College invites applications and nominations for the posi-tion of Director of Public Relations. The Director reports to the Vice President for Institutional Advancement and is responsible for internal and external communications, publications, and publicity. Sue Bennett College is related to the National Division of the Buard of Global Ministries of The United Methodist Church. Materials should be

> Dr. Ramona Lainhart Vice President for Institutional Advancement 151 College St. London, Kentucky 40741 Sue Bennett College is an Equal Opportunity, Affirmative Action Employer.

#### **NON-PROFIT FOUNDATION SEEKS FUND-RAISING OFFICER**

Senior management position requires candidate with extensive, successful track record with non-profit organization or university to develop major campaign for young foundation. As VP of Development, will direct long-term and short-term fund-raising programs and participate in overall Foundation policy and program planning.

Competitive salary and benefit package. Please forward résumé ro:

Box 34-100c The Chronicle of Higher Education

in Nursing and preparation in the theory of education preferred. Teaching experience and expanded role skills desired. Salary and rank competitive and commensurate with education and experience. Applicants for undergraduate and graduate positions should apply to Mary Adams, Ph.D., R.N., College of Nursing, South Dakota Short-Odys, South Dakota Short-Odys, Applications will be received until May 15, 1992 or natil positions.

Nursing: Western Okishoms State College, Nursing: Western Okishoms State College Director of Associate Degree Nursing Program. Application Deadline: May 1, 1992. Effective Date of Employment: July 1, 1992. Qualifications and Experience Required: The applicant must be a resistered states with a minimum of two years' full-time equivalent practice at a resistered nurse in a clinical setting. The applicant must have a master's degree with a major in musing from an IALM corodicid institution, at least two years' experience in nursing education, and academic preparation for administration and/or administrative experience, Salary: Commensurate with experience and educational qualifications. Duties and Responsibilities: Responsibilities include program evaluation to ensure compliance with state and ILM standards; recrudencel and defection of students, supervision of faculty, teaching, evaluation

Nursing: Faculty position available in Innovative NLN accredited BSN program at a nationally reconized liberal arts and sciences university. Master's degree in nursing required, doctoral degree preferred, Preference will be given to candidates with master's in Community Health Nursing or Maternal Child Nursing. Eligibility for Missouri R.N. licenses or required, Sand curriculum vites to Dee Lessels, Chair, Nursing Faculty Affairs Committee. Division of Nursing, Northeast Missouri State University, Krisville, Missouri 63301. Equal Opportunity Employer.

Nursing: University of Washinston, Physiological Nursing invites applications for faculty positions. Dynamic opportunity for murse scientists committed to excellence in research with a biologic focus, teaching and practice. Active research facilitation, lab space, and colleagues in basic biological, social and clinical nursing sciences available. Salary and rank commensurate with scholarship level. Send curriculum vines to Joan Shawer, Ph.D., RN. FAAN, Chair, Denartment of Physiological Nursing SM-28, University of Wathlaston, Seattle, Washington 98195, AA/EOR. Numing: Faculty. Full-time August, 1992.
MSN/medical-surgical specialty, cilnical and teaching experience preferred. Apply Personnel Office, Dabney S. Lancaster Community College, P. O. 80x 1000. Clifton Forse, Virginia 24422. Phone: 703/862-4248. extension 270. Deadline: June 2.

#### DIRECTOR OF ATHLETICS. INTRAMURALS & RECREATION

#### Northeastern Illinois University

Northeastern lilinois University in Chicago, seeks applications/cominitions for Director of Athletics, Inframureds & Recreation (AIR), with a intended appointment date of September 1, 1992. The Director of Abletics (Intil-time, 12 months A&P) reports to the President; supersize, AIR programs; manages personnel, finances, roogram promotions, localities, equipment & compliance with nampus/State/NCAA rules; indestands AIR's role in university structure relating to university educational mission; advocates positive academic progress of student abletics; works effectively with on/off campus constituencies; promots AR superort by student/faculty/atumni/neval business/boosters.

Reputer of Master's degree in an appropriate field & university/college administrative experience in intercollegale athletics/intramaking-creation. Proferred: Dectorate & experience as Athletic Director at NCAA Division I level. Experience must demonstrate interstanding/working knowledge of all facets of bread AIR program (badget, planning, marketing, commitment to NCAA rules. Title IX affirmative action).

Northwastern lilling is University is a state supported commuter university our cilling approximately 11,000 culturally diverse students. Clienty a comprehensive intercollegiate Athletic Program (8 man's and 6 was on's teams: man/women besketball, baseball, softball, volleyball, gill mon's/women's tounity, men's/women's cross country, men's/women's wirmning/diving), men's soccer and women's golf will be added field 1993). All teams participate as independent NCAA Division I Nosbesstern anticipates joining a NCAA Division I conference soon.

Roview of applications bogins May 18, 1992 & continues until the pot-tion is filled. Northeastern encourages applications and/or nominalists of women and minorities. Salary is commensurate with background a experience of the individual selected. Northeastern lilinois University offers excellent fringo benefits. Send current resume and names, at diresses and telephone numbers of three professional references to:

Juan A. Kalcheuser Assistant to the President Northwastern Illinois University 5500 N. St. Louis Avonne Children (1987)

Northeastern is an Affirmative Action, Equal Opportunity Employe

Eastern

University

EASTERN ILLINOIS UNIVERSITY seeks a director to guide the acdemic computer-oriented research, instructional, network, and consuling support activities required by faculty; to direct the student latening
activities in university laboratories supported by Academic Computing
to recommend computer support modifications and additions; to take
and guide staff in the performance of system administration and consuling activities; and to have a major responsibility for faculty relation.
Qualifications: Advanced degree in an academic discipline (terminal
degree desired), college or university teaching credentials, and the ability
to demonstrate increasingly responsible experience in (1) computebased academic research. (2) UNIX system administration, and (3) per
sonnel management.

Eastern illinois University places priority on teaching excellence and has an enrollment of approximately 10,000 on-campus students in undergraduate and graduate programs. It features a comprehensive campus wide LAN and an active internet made. The University is located in the east central Illinois community of Charleston (pop. 20,000) with accessing several large cities.

To apply: Send curriculum vitae and names and addresses of three references to Mr. David E. Henard, Assuc. VP for Computer and Telecon. Services, Eastern Illinois University, Citarleston, IL 61920; (217) 581-207. FAX (217) 581-2722. Nominations and applications must be received be fore 5/25/92 to receive full consideration. Eastern Illinois University is a Affirmative Action, Equal Opportunity Employer. Applications from women, minorities, and handicapped individuals are encouraged. Starting date is 8/92.

CAREER ADVISOR. Master's degree in Student Personnel or com-

parable program required. Experience or training in career development and placement in a university or college setting and in providing all the providing and in providing all the providing and in providing all the providing all the providing and in providing all the providing all

viding direct service to students highly desirable as are knowledge of career development theory and appropriate career resources.

Evidence of excellence in advising students, programming and public probabilities and students.

speaking and in writing skill is required. Experience with multiculum

student populations desirable. A review of applications will begin

Immediately and continue until June 10, 1992. Submit a latter of

application, resume and the names and phone numbers of three references to: Eric Jolly, Search Coordinator, Position #221049, UNIVERSITY OF RHODE ISLAND, P.O. Box G, Kingston, Rt 02881.

An Affirmative Action/Equal Opportunity Employer.

Illinois

several large cities.

#### University of California, Santa Barbara HOUSING AND RESIDENTIAL SERVICES

Columbia University

**Assistant Dean** 

Columbia College

The Office of the Dean of Students is responsible for all facets of undergraduate life for the 3300 students in Columbia College. The associate and assistant deans for student affairs do academic and personal counseting, and each member of the staff has particular areas of specialization. The deans share the following responsibilities: supervision of the advising program for freshmen and sophomores; oversight of tutoring and other support programs; monitoring the progress of all students; holding disciplinary hearings, premedical and prelaw advising; counseling students about withdrawing from and returning to college; selection of students for fellowships and prizes.

lor fellowships and prizes.

The particular responsibilities of the open position will include the following: oversee the advising and residence life of approximately 550 students living in an apartment-style residence hall; support and supplement of the programming efforts of a resident professor, supervise, select, train and evaluate a resident staff and secretary, manage the budget of the residential unit; and share common responsibilities with others on the Dean of Students staff. The

assant death is required. The candidate should have experience working with college students in one or more of the following areas: college teaching: academic counseling; career counseling; supportive academic programs; residential life.

We offer a competitive salary and an outstanding benefits pro-

Send résumé and salary history in confidence to Roger Lehecka, Dean of Students, 202 Hamilton Hall, Columbia College, New York, New York 10027, Material should arrive by May 8, 1992.

We take affirmative action toward equal opportunity.

assistant dean is required to live near campus.

University

Associate Director of Housing and Residential Services

The Department of Housing and Residential Services at the University of California, Santa Barbara (UCSB) Invites applications for the position of Associate Director of Housing and Residental Services. UCSB has a strong commitment to diversity and encourages applications from women and members of minority groups.

ums from women and members of minority groups.

The Associate Director is one of six senior management stall reporting to the Director of Housing and Retidential Services. The Associate Director is responsible for the administration and management of a comprehensive business and financial service program charged with maintaining the fiscal integrity of the housing program and its related budges and funding vehicles. The Associate Director is responsible for the following functional areas: Accounting, Budget and Finance, Rossidential information Systems, Faculty Housing Services, and Human Resource Development. As the Department's chief had affect, the Associate Director is responsible for planning and implementing and annual operating and capital budget totaling more tians \$3.2 million. The Associate Director is second-in-command, and assumes the full range of duties and ariministrative responsibilities in the Director's absence.

Canadigutes for the position must have demonstrated expressed experience in performing

sponsibiles in the Director's absence. Candidates for the position must have demonstrated successful experience in performing the wide range of business management assignments associated with the justition. Ability to provide leadership in the development of financial planning stategies. Demonstrated experience managing information systems operations. Strong analytical and communication stills. Demonstrated ability in the recruitment, training, and evaluation of personnel. Experience in a campus-based auxiliary services program at an intermediate or services or services program at an intermediate or services and services program at an intermediate or services or services program at an intermediate or services or services program at an intermediate of personnel services program at an intermediate or services program at an int

Apply to:

AMEGE

available September 1, 1992, Georgia Soutern University is an Affirmative Action, Equal Opportunity Institution. Minorities reconsurated to apply. The names of spikants and tominees, resumes, and other sensal and other sensal open act of the properties of the prop

Meriaga Rush University. College of Nursia, an internationally recognized center for mariag education and oractics, seeks a denly leafer for the position of Associate Dan for Educational Programs. This individual provides educational leadership over a grantic curriculum that consists of motified entry and exti levels leading to a 18, 19, ND or DNSc in nursing. The College of Mursing at Rush University, a part of Rosh-Preshyterian-St. Luke's Medical Cener, excells more than 600 students, the anothy with expensive status. In faculty coulds of over 240 master and doctorally reported portes representing a wide range of citales, education and research experiments and maintain at the nursing academic concounts of other Rush uniform model and a secondariants.

component of the Rush unification model materials of the Rush unification model makerials of the College of Nursing. Spring 1993. The University of Texas at a secondarial programs, and training and demonstrated programs, and training and demonstrated secondarial productivity in scholarship, administration include the secondarial productivity in scholarship, administration in undergraduate levels, demonstrated productivity in scholarship, and self-university is an equal option and spring of the self-university is an equal option and spring of the self-university is an equal option and spring of the self-university is an equal option and spring of the self-university is an equal option and spring of the self-university is an equal option and spring of the self-university is an equal option of the self-university of the self-university of the

Muning: Avadable Fall, 1992. Full-time, temps true; chastroomicinical teaching position is ADN Propriate MSN required interactions auraing highly desirable as a specific position of the continuous and clinical supervision. Call or write Mrs. Sandy Irwin.

School of Nursins, University of South Carolina at Spartenburg, 800 University Way, Spartenburg, South Carolina 29303; (803) 599-2444. USCS is an AA/EOE. Mi-Bority condidates are already accompand

Nursing Full-time, tenure-track faculty position available August 16, 1992 in an NLN-Accrodited Baccalaureate Extension Program in Owensboro, Kennucky, Master's degree in medical-aurgical or adult sursing preforred, other clinical areas considered. Doctorate and lenching experience preferred, Rank and salary commensurate with qualifications and experience. Review of applications begins May 10, 1992. Send letter of application, résunde, transcript and three letters of reference to Office of Academic Affairs, Western Kentucky University, 1526 Russellville Road, Bowling Oreen, Kentucky 42101-376. Women and pinorities encouraged to apply. Affamalive Action, Equal Opportunity Employer. Nursing: Nursing faculty for Fall 1992/

#### Director of Development

California State University. Dominguez Hills seeks an experienced fund-raising practationer to work in a fast-paced, rapidly growing public university which recently saw an increase in giving of 265 percent. Reporting to the Vice President for University Relations and Development, the position will be responsible for establishing and maintaining donor relations, as well as planning and executing a comprehensive campaign to raise funds for a variety of university projects and programs. Substantial cold-calling and individual solicitation will be required.

The candidate should have 5 years of progressively responsible and demon-strably successful fund-raising experience. Experience in a university or relat-ed environment is preferred. A bachelor's degree is required.

Localed len miles from the Pacific Ocean, the campus is also 20 minutes from downtown Los Angeles. Salary is highly competitive and commensurate with experience. Please send a letter of application, résunié, and three references (with addresses and telephone numburs) to:

University Persunnet Office Director of Development Search Committee Calitornia State University, Dominguez Hills 1000 E. Victoria Street, ERC-8516 Carson, California 90747

Applications must be received by 5:00 p.m., Friday, May 15, 1992. California State University, Dominguez Hills hires only individuals lawfully authorized to work in the United States. EOE-AA, SECTION 504, TITLE IX EMPLOYER THE CALIFORNIA STATE UNIVERSITY



California State University **Dominguez Hills** 

# **Director of Publications**

Southwest Missouri State University seeks a highly qualified individual to serve as Director of its award-winning Office of Publications. The Director of Publications is responsible for planning, coordinating and implementing a total publications program for the University.

Candidates should have two to five years of experience in a progressively responsible editorial, design or publications capacity. Candidates should have a Bachelor's degree in communications, journalism, public relations, marketing, art, graphics, or related eres. A Master's degree is preferred.

Salary range is \$32,000 to \$35,000 depending on qualifications and experience. Applicants should submit a letter of interest, detalled resume with publication samples, transcript, and names, addresses and telephone numbers of three professional references by May 29, 1992 to.

Paul Kincald Director, University Relations Southwest Missouri Stats University 901 South National Springfield, MO 65804

An Equal Opportunity, Affirmative Action Employer.

ty. Additional responsibilities will include student adviscentiti, curriculum development, department and university committee assignments, haboratory management, suprevision of student interns, and active purticipation in relevant professional associations. Must have Master's degree, plus fifteen 1151 semester hours of graduate credit in industrial safety and hysiene for clated areas; provide evidence of three years; repofessional experience in industrial hysiene/safety; and hold embership in the AlHA. ASSE, or other professional organizations in the OSHM fleth Preference given to applicants possessing or committed to completing an earned doctorate in safety, hysiene or a related discipline; are board edispito or certified in industrial hysiene or safety; have a diversity of the safety experience; and have successful collegiate teaching experience in OSHM. Applications received by June 1, 1992 will receive full consideration. Send letter of application, resume, copies of transcripts, and at implication, resume, transcripts; und names and phone numbers of three references to: Dr. Lowell Tornausia, Academic Dean, Sheldon Jackson College, 801 Lincoln Street, Suks, Alaskas Spend June 1, 1992 will receive full consideration. Send letter of application, resume, copies of transcripts, and at terms related spending and application provided the provided provided to the provided and the presults of the provided and the provided and the provided and the

Physical Education/Teacher Education: Ten-ture track position available with the oppor-tunity of coordinating physical education department and coaching tennis beginning August, 1992. Earned doctorate and two years of public school teaching required. By May 20, send letter of application, vita, transcripts, and references to Dr. Paul Le-Francois, Limeutone College, Gaffney, South Carolina 19340. EGE.

Pennsylvania 17551-0302. AA/EDE.

Philosophy: Georgia State University. Anticipated one-year appointment beginning September 1992. Ph.D. preferred. Area of apprecialization open, but must be able to teach Logic and Critical Thinkins. Seven courses per year, guarter system. Send complete deasiers (including three letters of reference and evidence of teaching ability) to Search Committee, Philosophy, Georgia State University, Atlanta, Georgia (South Carolina 19340. EOE. Physical Plant: South Carolina State University) to Search Committee, Philosophy, Georgia State University, Atlanta, Georgia (South Carolina to the University Providing drawings, report writing, estimates and coordination as assigned. Candidates must have a backety's descree in architecture and the providing drawings, report writing, estimates and coordination as assigned. Candidates must have a backety's descree in architecture from an accredited university or collega from a method of the providence of the prov

tes, and experience with a base and test of the sonal computers is essential. Experience with AutoCad and professional registration is desired, incomplete applications will not be evaluated, Submit letter of application; résumé notins beckround, interests, professional objectives; and, in chronological order, education and lobrelisted experience. Official transcripts required. Resumés must include specific dates (month and year), short job descriptions, and whether or not the experience was full-time or part-dime (sive percent or hours per week). These current (within lost 3 yearn) letters of professional recommendation shall be requested for direct mailing by May 20, 1997 to Carry L. Betletch, P.B., Facilités Haalinger, South Dakota State University Physical Plant Department, Box 2201, Brooklass, South Dakota 57007. AA) EOK (FMA). ondary levels. Teach methods courses, su-pervise suident leachers, other courses as saigned. Must use and implement uso of computer and other technologies. Thirving Christian liberal arts undersity, Applica-tions received until May I, with interviews until position is filled. Apply to: Dr. Wil-liam H. Preeman, Department of Physical Education and Sport Management. Camp-bell University, P. O. Box 444, Bules Creek, North Carolina 27506: Fax (919) 893-9850. 893-9830.

Physical Education: instructor of Physical Education and Assistant Men's Basketball Coach with coaching responsibilities also in Men's Socret, feaching assignments and other responsibilities may vary. Master's degree and commitment to undersraduate teaching at a selective, liberal arts college are required. Send wita, transcripts, and at least three latters of recommendation to Christine Wilcox, Secretary to the Physical Education Search Consulties, Hanover College, Hanover, Indiana 4743, Search is beginning immediately and will continue until the position is filled. AAI BOE.

Physical Therapy, Physical Therapist As-sistant Program Instructor (Clinical Coor-dinator), Job #1028. Penascola Juntor Col-lege, Pynascola, Florida is cooled a ni in-structor to start August 1992 as academic coordinator of cilinda education and fisi-son between the college and affiliating cilini-

#### WRIGHT STATE **UNIVERSITY LIBRARIES**

Two positions available

1 Head, Acquisitions Department. RESPONSIBILITIES: Provide creative and energetic leadership for a de-partment of Librarian and 12 support staff. Administer acquisitions depart-ment for health sciences and academic libraries. Expend library materials budget (\$2 million, 1991-92). Manage conversion of serials records from

QUALIFICATIONS: ALA-accredited MLS or master's degree in related field and 2 yrs, acquisitions experience required Preferred of yrs, increasingly responsible experience in an academic or health sciences library acquisitions department; successful supervisory experience and oxiellent interpersonal skills; experience monitoring library materials budgets, experience with automated library systems; sensitivity to the concerns of a research environment SALARY RANGE: \$33,160.\$18,296

Send application letter, resume, and the names of 3 current references to: Berham Winters, Associate University Librarian for Central Services. 126 Dumbar Library, Wright State University, Dayton, Ohio 45135. 2. Head, Reference and Research Services, Fordham Health Sciences

RESPONSIBILITIES: Manage and direct live full-time staff members in reference desk service, online database tearching, user education, and the Computer Education Center. Serve as member of the library department head team and as departmental liaison to state and regional groups.

QUALIFICATIONS: Al.A-accredited MLS or master's degree in related field required. Prepared: Three years' professional experience in Reference in ocademic or medical library. Competency in library technology applications for medical reference, including online public access catalogs, C.D. ROMs, online search services, microcomputer applications, and use of the Internet. Member of Academy of Fleath Information Professionals. Salary 2022; 23: 245-247. гапис: \$29,265-\$12,744.

ENVIRONMENT: The University Libraries comparise the Dunbar Academic Library and the Pordham Health Sciences Library. Wright State University has 17,000 students and offers a comprehensive program of study including ductorates in 5 fields. The Dayson metropolitan area, with 1 million people, features a wide diversity of cultural and recreational activities and a rich quality of life. Wright State is the central site for OhoLINK and will be one of the first libraries to implement this statewide library system. The Acquisitions Department processes materials for both the academic and health sciences libraries, with the operations distributed in both buildings.

Bonefits include 22 days' vacation and 10 holidays, health and dental plan, paid individual and family coursework, and paid disability and life insurance. Full postings available upon request. Application review will begin June 1.

Wright State University is an AA/EEO employer.

#### **EXECUTIVE OFFICER**

Dean of Students

Serves as the chief financial and business affairs officer for areas reporting to the Dean of Students (student services, athletics, heal services, student housing, and recreational properties). Master's dugree and 5 to 7 years fiscal management experience, or the equivalent. MBA preferred. Direct professional experience in higher education and experience with computerized information systems are highly desirable. Budget planning, management, and negolitating skills are essential. Review of applications will begin on May 22 and will continue until the position is closed. Send letter of application and resume to: Dean Ngina Lythcott, Chair of Executive Officer (Search Committee, 6003 Parkhurst Hall, Room, 111, Dartmouth College, Hanover, NH 03755-3529, and Minusion Action faust Operations's Financial Committee, 6003 Parkhurst Hall, Room, 111, Dartmouth College, Hanover, NH 03755-3529.

An Alternative As then Equal Opportunity Emphases Name of and retreatible and employed by apply

cal facilities. Sainty: \$20,260-\$27,820. A bachelor's degree in physical therapy or an associate's degree in physical therapy or associate's degree in physical therapy assisting education program, a minimum of two years of practice experience custide of education, licensed or eligible for ficensure in the state of Florida and clinical experience in primary grees of Instruction required, Must be able to travel on a regular basis for clinical supervision, of students, frafer a member of the APTA, previous teaching experience in physical therapy or P.T.A. program or equivalent course work and previous experience in a Center Coordinator of Clinical Education or Clinical Instructor. For application materials, please cell 904/484-1799 by May 27, 1992. PIC—an equal opportunity institution.

Physics: Visiting Assistant Professor, De-partment of Physical Sciences and Enal-neering. The Department of Physical Sci-ences and Engineering is seeking to fill a non-tenure track position in physics for one year, pending available funding. Successful applicant should have Master's degree, and preferably doctorate, in physics. Prior teaching experience and demonstrated commitment to undergraduate education is highly desirable. Primary responsibility will be teaching of calculus-based sopho-more physics, with associated laborato-modern physics, with associated laboratomodern physics, with associated aborato-ries, Send curriculum vine and the names of three references to Personnel Services, Jacksorville State University, Jacksor-ville, Alabama 3636. An Equal Opportuni-ty, Affirmative Action Employer.

ty, Affirmative Action Employer.

Physics: Lecturer, Physics, M. S. in physics and six months' experience required to include knowledge of mathematics, optics, issers, holograms, modern physics, auronomy, astrophysics, electronics or commuter interfacing. This is a public, realdential academy for sifted and highly molivated students of science and mathematics at the high school luntor and sentor levels. Will teach physics courses and labs at all levels, develop physics program and also establish a physics research laboratory, especially with some applications of optics, hotography and lasers. Will also teach some mathematics courses, 9 a.m. to 5 p.m., 46 hours per week. Salary 29, 330.514,000 per academic year. Apoly or sand résumé to D. Aberpathy, Alabama State Employment Sarylee, 4130-C Government Boulevard, P. O. Box 190399, Mobile, Alabama 36619

orappiy at any Alabama State Employment Service office. Refer to job order AL0625456. E.O.E.

Physics/Chemistry: Technical Staff—Chemistry. Ph.D. In Physics or Physical Chemistry. Two years' experience in the lob offered or two years' experience in the lob offered or two years' experience as a Rascarch Assirant. Experience should institute the superimental and theoretical proficiency in f-element spectroscopy, and experience in one or more of the following: monlinear spectroscopy, excited state photodynamics, and softi-state rhysics. The above evidenced by a minimum of two nutrications in referred journals. Indicate and carry out basic research on compounds of lanthanides and actinides, expectally transuranium elements, in laser-based areas such as linear, non-linear, and coherent optical appetroscopy and physiodynamics of excitum elements, in laser-based areas such as linear, non-linear, and coherent optical appetroscopy and photodynamics of excited electronic states, Salary: \$4,175 month, 40 hours per week-81:00 a.m.-5:00 p.m. Sand résunts to lilinois Department of Employmence Security, 40 South State Street—3 South, Chicago, Illinois 60:03, Attenton: John Holmes, Reference \$V.11.2—15:091-H. No calls. Must have proof of legal authority to work permanently in the United States. An Employer Paid Advertisement.

# **M** METROPOLITAN

COMMUNITY COLLEGE

DEAN

SCHOOL OF LETTERS, ARTS AND SCIENCES

Micropolitan State Cullege of Denver (MSCD) is accepting applications and nominations for the position of Dean of the School of Letters, Arts and Sciences. nominations for the position of Dean of the School of Letters, Arts and Sciences. Founded in 1963, MSCID is the largest four-year baccalaureate public institution in the United States. The College places a high value on teaching, learning, and personal interaction with students and is committed to delivering quality undergraduate education, and to broadening both access and diversity. The faculty of MSCID are equally committed to service to the College and the surrounding community. The College is organized into three Schools: Business; Letters, Arts and Sciences, and Professional Studies. Located in downtown Deriver, the College shares the 171-acre campus of the Auraria Higher Education Center with two other postsecondary institutions. A full- and part-time faculty of 850 offer undergraduate degrees to a diverse and talented student body Currently, MSCID provides educational opportunities to approximately 18,000 residents of the greater Deriver metapolitan area.

the greater Denver metropolitan area.

The School of Lelters, Arts and Sciences comprises stateen academic Departments: Art, Blology, Chemistry, Earth and Atmospheric Sciences, English, History, Iournalism, Mathematical Sciences, Modern Languages, Music, Philosophy, Physics, Political Science, Psychology, Sociology/Anthropology, and Speech Communication. Housed in the School are a number of Institute for Momen's Studies and Services, the Institute for Women's Studies and Services, and MSCD's Center for Visual Arts, an at gallery healed in downtown Denver. The Colorado Alliance for Science, a statewide effort of on ourage science and mathematics teaching and learning, is an integral part of the School. Recently, a Family Center has been developed and a Malliematics, Science and Environmental Education Center has been proposed.

proposed

The School of Letters, Arts and Sciences rifers the bulk of the General Studies curriculum required for all degrees. The School's 180 full-time and 300 partime faculty offer courses in 28 majors and 32 minors. Currently, over 4,000 students major to programs in the School, and the School of Letters, Arts and Sciences is responsible for 62% of the College's total credit hour production. Students wishing to earn contribution as teachers choose a Letters. Arts and Sciences major, and some programs in the School also offer internships and cooperative education opportunities.

Dulles Chief definitions for Science of the School of Letters. Arts and Sciences in the School also offer internships and cooperative education opportunities.

Sciences major, and some programs in the School also other internships and coopperative education opportunities.

Dutles: Chief ariministrative officer of the School of Letters, Arts and Sciences, reporting to the Provost and Vice President for Academic Atlairs. With the advice of the School's faculty and Chairs, the Dean is responsible for the future development of the curriculum; strategic planning and administrative oversight, including recruitment and appointment of faculty and staff; budget; external relations; and fund raising. The Dean will be expected to advance the quality of undergratuate programs in the School of Letters, Arts and Sciences, their relationships with other academic units, and their significance to the College's external environment. The Dean will also be responsible for establishing and maintaining appropriate ties among the School and the literary, scientific, and arts communities, and will be expected to provide visionary leadership in strengthening the role of the School and the College as contributors to the educational and economic development of the region.

Qualifications: The successful candidate will be a strong leader, with excellent interpersonal skills, and demonstrated success in team building and academic planning. Accomplishments must include: 1) sufficient background to quality for a tenured senior faculty appointment; 2) successful administrative experience with liberal arts and sciences programs; 3) established record of effective four raising; and 4) substantial experience building cooperative ventures with both the public and private sectors. The successful candidate must possess an earned doctorate in a discipline appropriate to the School of Letters, Arts and Sciences, and must also have demonstrated skills and effectiveness in working with culturally diverse populations and in recruiting and retaining students and faculty.

Rank and salary for this position will be based on credentials and experience. Appointment includes a generous fringe benefit package. Appointment is expected August 1, 1992, or as soon thereafter as possible. NOTE: Screening of applications will begin in mid-May 1992, Applications will be accepted until introduces benefit.

Application Procedure: Send a letter of application relating the applicant's qualifications to duties and requirements of the position, a current Curriculum Vitae, and the names, addresses and telephone numbers of at least five references to:

Or. Jodi Wetzel
Professor of History and Director
nstitute for Women's Studies and Services
Metropolitan State College of Denver
Campus Box 36
P. O. Box 173362
Denver, Colorado 80217-3362

METROPOLITAN STATE COLLEGE OF DENVER IS AN EQUAL OPPORTUNITY EMPLOYER, APPLICATIONS FROM MINORITIES AND WOMEN ARE PARTICULARLY INVITED

#### DEAN College of Management and Business

The University of Sarasota invites applications for the position of the Dean of the College of Management and Business. The Dean reports directly to the President and has responsibility to provide academic direction and leadership in the college; to develop and escourage offective working relationships within the business community and to support the professional development of the faculty. Qualifications for this position include meaned doctorate in related field, demonstrated administrative skills, excellent communication skills, and experience with business and industry. The University of Sarasota is a criteria, non-norfit university, accredited by Southern Association of College. Seranote is a private, non-profit university, accretized by Southern Association of Colleges and Schools, Salary and benefits are competitive and commensurate with qualifications and

Search Committee



Political Science: The Department of Politi-cal Science invites applications for a tenure track position at the instructor/Assistant Professor level to begin July 1992. The po-sition will consist of half time testiins and half time appointment with the John M. Ashbrook Center for Public Affairs at the University. The department offers courses on American Politica, Constitutional Law, intermetional Relations, and Politica The-ory. Emphasis on American Politics, Con-stitutional Law and International Relations.

#### DEAN COLLEGE OF EDUCATION UNIVERSITY OF MARYLAND AT COLLEGE PARK

A creative educational leader is sought to serve as Dean of the College of Education at The University of Maryland at College Park. The Dean of the College provides both academic and administrative leadership for the Col-lege and reports directly to the Vice President for Avademic Affairs/Pro-

The University of Maryland at College Park is the state's flagship institu The University of Maryland at College Park is the state's flagabip institution of higher education, a comprehensive research-oriented, public university with almost 35,000 students in baccalaureate, muster's and doctoral
programs. Located on a spacious campus in suburban Maryland, in close
proximity to Baltimure and Washington, DC, the College consists of seven
departments—Counceling and Personnel Services; Curriculum and Instruction; Education Policy, Planning and Administration; Human Development/Institute for Child Study; Industrial, Technological and Occupational Education; Measurement, Statistics and Evaluation; and Special Education. The College is also the home of over ten independent research and
service centers and is a member of the Holmes Group. Education is viewed
by members of the College us a life long process.

Condidates about home on assented development of teaching and

Candidates should have an earned doctorate, a record of teaching and Candidates should have an earned doctorate, a record of leaching and scholarship commensurate with appointment as a tenured professor in a department of the College, and a demonstrated capacity for educational leadership in higher education. The successful candidate must demonstrate a commitment to achieving excellence in teaching, research, service to the community, and a dedication to fostering the goals of diversity and affirmative aution. Salary will be competitive and commensurate with experience. The preferred appointment date is January 1, 1993 or as soon thereafter as the position can be filled by an outstanding candidate.

The University of Maryland at College Park takes very seriously its commitment to diversity and affirmative action, and strongly encourages the application and nomination of both female and minority candidates. The University is an Affirmative Action. Equal Opportunity Employer.

For heat consideration, applicants and nominees should send us a letter of interest, curriculum vitue, and the names, addresses and telephone numbers of at least four references. The materials should be sent to Dean Irwin L. Guldstein, Chair, College of Education, Dean Search Committee, co College of Behavioral and Social Sciences, University of Maryland, College Park, MD 20742-7225. Telophone calls to discuss this position are welcome. Please feel free to call the Chair of the Search Committee, Professor Goldstein, at 301-405-1680 in the College of Behavioral and Social Sciences. For best consideration, application materials should be received by October 5, 1992.

#### West Virginia University ARKERSBURG

#### **DEAN OF CURRICULUM AND INSTRUCTION**

West Virginia University at Parkersburg is seeking applications and nomina-tions for the position of Dean of Curriculum and Instruction.

tions for the position of Dean of Curriculum and Instruction.

The College. WVU-Parkersburg is a separately-accredited regional campus of West Virginia University. WVU-P serves as a higher education center with programs offering certificates, associate degrees, and selected baccalaureate programs. Founded in 1961, the public institution has strong community support and a rapidly growing student population. Enrollment tops 3,600, with an FTE of 2,403. Another 4,000 students are served through its continuing education programs. In addition, graduate programs are available on campus, offered by associate institutions in the State University System. WVU-P also operates a nearby off-campus center serving 700 students.

"WVU-P is located four miles east of Parkersburg, W.Va., a city of close to 40,000 residents in the Appalachian region known as the Mid-Ohio Valley. It is one of the state's most industrialized areas.

Responsibilities. The Dean of Curriculum and Instruction is the chief

one of the state's most industrialized areas.

Responsibilities. The Dean of Curriculum and Instruction is the chief academic officer, reports directly to the Campus President, and is responsible for providing leadership and administrative management of all credit undergraduate academic operations, support services, programs, and personnel. The Dean assumes responsibility for accomplishment of the college mission as it relates to the structure and development of general education, vocational technical programs, developmental studies, baccalaureate curricula, and an effective and efficient system of instructional delivery.

Qualifications. A Doctorate in an appropriate discipling is preferred or significant administrative experience, preferably in higher education. The suc-cessful candidate will have previous college teaching experience, demonstrat-ed academic leadership skills, and an awareness of and strong commitment to the curricular program dimensions that support a comprehensive community college philosophy.

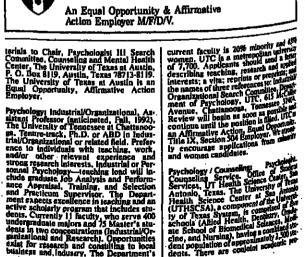
Salary. Salary is commensurate with cred ed starting date is July 1, 1992.

Applications. Applications or nominations must be received by May 15, 992 and should be sent to Personnel Office, West Virginia University at 2 arkersburg, Route 5 Box 167A, Parkersburg, WV 26101-9577.

WVU-P is an Equal Opportunity, Affirmative Action Employer.

cassful candidate for his one-year position invited to sprily if he/she no desires. The normal spechals lood is five corpress per year, divided among the two traditional semisters and a mouth-long January Program. One of the courses will be as part of a team-saush introductory course in comparative politics; the others are to be suggisted and designed by the successful candidates. The person hird will also be part of the faculty of the figat Asian Studies Program. Candidates about subpit dessiers including a resume, a stranscript, four letters of recommendation, and any relevant teaching evaluations or written material to: Profusor L. Sandy Mailest, Chair, Department of Government, Colby College, Water Studies and Studies Profuser in Sandy Mailest, Chair, Department of Government, Colby College, Water Studies and Sandy Mailest, Chair, Department of Government, Colby College, Water Studies and Sandy Mailest College, Water Studies and Sandy Mailest, Chair, Department of Government, Colby College, Water Studies, Maine 64901, Review of applications with beals May 15 and continue until position is filled. Colby College is an EOV AA employer and cuncurpses applications from women and migorities.

finchiofing perchotherapy and atructured themsite protests. Preferred qualifications include training and experience in two or more of the following: Counciling interventions with one or more special populations such an other imporities (especially Mexical-Americans and Asiana), say men and exhau vouene, such as ownen's issues, international students, the physically challenged, etc.; dealan and implementation of seneral developmental interventions for college students; training and supervision of interns and/or practicum students; mental health and organizational conjuliation, requirements: Ph.D. in psychology or an equivalent degree with major course work in counseling or clinical psychology; completion of a pro-doctoral internating which included training in clinical supervision; and elliphility for the ensure in Texas. Major many salary; \$0,216. Applications must include cover letter stating interest in, and comparisolity, with, the position; current curriculum vitaci and at least three letters of reference. In the cover letter, please indicate you are applying for "Psychologist III" position. Apolleation deadline is May 5, 1972., Members, of under-purpresented, groupe are encouraged to apply. Send ma-





#### **SECRETARY OF THE COLLEGE**

Spelman College, founded in 1882, is a private, historically and pre-dominantly black, non-sectarian, four-year liberal arts college at the both a major urban center and a large center of education. It is the oldest historically and predominantly black college for women in the United States, enjoying considerable prestige in the academic con-

We invite applications for the position of Secretary of the College As an assistant to the President and the principal administrative officer for the Board of Trustees, the Secretary reports directly to the President

Responsibilities: The Secretary is responsible for preparing the agenda for regular meetings of the Senior Staff, draiting speaches and assisting the President with oral and written reports to the Board and other major College bodies. Additional responsibilities include oneseeing all planning of certain major annual events of the College

As principal administrative officer for the Board of Trustees, the Scretary serves as primary ilaison between the President and the Trustees. The Secretary works closely with the Board Chair and the President to set agenda and to plan all logistical details associated with Board meetings.

Gualifications: The successful candidate must have a Ph.D. or comparable advanced degree, and a minimum of three to live years of progressively responsible administrative experience in higher education. Must have excellent written and oral communications skills, a demonstrable presence, and strong interpersonal skills. Ability to make large and complex events, work under preseure, and oversee concerent projects necessary. Must have a commitment to and appreciation of the goals and mission of Spelman College.

Applications: Screening of applications will begin immediately and continue until a successful candidate is identified. A letter of application, résumé, three references, and a two page statement on the applicant is views of the role of historically black colleges in the American system of higher education should be addressed to the Office of the man Resources, Spelman College, 350 Spelman Lane, S.W., Scr. 1133, Atlanta, Georgia 30314-4399.

Compensation: Salary is competitive and commensurate with expense and qualifications. Excellent benefits package including health.

Assistant to the Dean of

orsonally talented undorgraduates.

EEO/AA, TITLE IX INSTITUTION

Admissions/Assistant

Dean of Admissions

Wesleyan University announces two openings for either Assistant to the Doon of Admissions or Assistant Dean of

Admissione, depending on experience, to play a significant role in recruitment and selection of intellectually and

Both positions will include diverse responsibilities, including travel, interviewing, and reviewing application.

Work will involve considerable contact with students and formula and for

parents, high school guidance counselors, faculty and

Individuals seeking these positions should have a close identification with and understanding of the aims and benefits of an undergraduate liberal arts education. Successful candidates must be articulate and possess strong writing skills. Sensitivity to the needs of differing groups of students is essential, as is a strong personal presence. At least one position will have a particular focus on the recruitment of students of color. For this opening, familiary than any experience working with students of color

on the recruitment of statement countries of color familiarity and experience working with students of color is valuable. Fluency in Spanish is also preferred but at required. A Bachelor's degree and one or two years of relevant experience in an educational setting is preferred.

Submit a resume and letter of application outlining you interest in the position, with the names of two references, by May 11, 1992, to: Therese P. Overton, Associate Ben of Admissions, Wesleyan University, Middletown, Cf 08469.

Wesleyan University

#### DEAN OF THE SCHOOL OF EDUCATION DOWLING COLLEGE

Dowling College is an independent coeducational liberal arts college located on the south shore of Long Island, 50 miles west of New York City, with satellite programs in Riverhead, Long Island and Queens, New York City. Its comprehensive program includes undergraduate degrees in 33 liberal arts and professional disciplines and 8 graduate degrees in education and business.

**BULLETIN BOARD:** Positions available

Dowling is the Personal College, committed to an environment for learning which recognizes and provides for the development of each individual's notential - faculty, staff, administration, trustees and students. This environment offers Dowling's 4800 undergraduate and graduate students effective student-teacher interaction, individual assessment and counseling programs. The college's planned National Aviation and Transportation Center at Brookhaven Calabro Airport is projected to attract an additional 3,000 students.

Currently, more than 1,300 students are enrolled in the School of Education's undergraduate and graduate programs.

Major Duties and Responsibilities: The Dean of the School of Education is that school's chief academic administrator, reporting directly to the Provost. The Dean is expected to provide dynamic leadership for the School of Education and in the field of teacher education by establishing and maintaining relationships with individuals and organizations within the college and in the wider educational community.

Qualifications: An earned doctorate in education or education administration; a successful record of management leadership in higher education; a demonstrated commitment to teacher education; effective communication and interpersonal skills; and a record of scholarly achievement.

Salary: Commensurate with experience and qualifications.

Application: Applications must be received by May 22, 1992. Candidates should send a letter of application and resume to: Mr. William J. Brennan

William J. Brennan Associates, Inc. One Cherry Hill, Suite 303 Cherry Hill, NJ 08002



Oakble Jone Mand, New York 11709 1999 An Equal Opportunity/Affirmative Action Institution

#### University of Texas Medical Branch at Galveston

#### DEAN

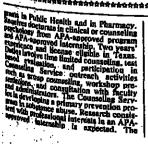
#### School of Allied Health Sciences

The University of Texas Medical Branch at Galveston (UTMB) is seeking a Dean for its School of Allied Health Sciences. UTMB is a modern health schools of Medicine, Nursing, Allied Health Sciences, Humanities, The Marine Blomedical Institute, and the Shriners Burns Institute. UTMB has a significant clinical component consisting of seven hospitals, employs also people, and has 2,200 students enrolled. A faculty of 700 are invoked in the teaching, research, and service roles of the institution.

The School of Affied Health Sciences currently includes eight departments, with skyl faculty members and 579 enrolled students. Applicants should hid a doctoral degree in a discipline broadly relevant to the Allied Health Sciences, have administrative experience within the health care field and/ or higher education, and have a demonstrated track record in research, scholarly activity and professional service. Interested Individuals should larvard a letter of application with curriculum vitae to:

Stephen J. Spann, M.D. Professor and Chalman Department of Family Medicine Chair, SAHS Dean Search Committee The University of Texas Medical Branch 415 Texas Avenue Galveston, Texas 77555-0853

Review of applications will begin May 1, 1992. The University of Texas at Galveston is an EO/AA employer, M/F/H/V.



#### EXECUTIVE DIRECTOR

ices, Inc. (IIS), a not-for-profit corporation located in midlown Manhaltan, which provides ti-nancial, purchasing, and administrative support services to Amer-ican educational institutions and hospitals located abroad, is seekhospitals located abroad, is seeking a high-energy Executive Director with proven managerial
ability, good communication and
interpersonal skills. The Execulive Director will have a minimum of five to ten years of progressive management experience
with a proven record of accumnishment and strong marketing with a proven record of accumplishment and strong marketing and relationship skills. The Executive Director will strengthen the current organization of approximately twenty staff members in order to attract additional clients and will work closely with the Director of Finance, as well as with client trustees and administrators. Some international travel is required. Salary and benefits are competitive. Please send letter of application and résumé to: Mr. Richard Van Bolt, IIS, Inc., 850 Third Ave.—18th Floor, New York, N.Y. 10022.

#### Librarian, Director

St. John's Seminary College, Camarillo, CA, is seeking a librarian (preferably a religious) to administer a Seminary College library which serves faculty and seminarians of a four year freestanding Seminary College, Requirements: ALA accredited Master of Library Science, professional library experience, a strong public service orientation, library and bibliography instruction, supervisory training, communication skills. Experience with library automation, CD ROM products, OCLC, DIALOG, and on line public access catalogs highly desirable. Send letter of application, résumé, 3 letters of recommendation to ERIC J. NICOLET, Academic Dean, St. John's Seminary Rd. Comarillo, CA 93012. Application deadline June 1, 1992. Interviews conducted after June 10, 1992. Position begins August 1, 1992.

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#### Dean for dernational Institutional Serv-**Academic Affairs**

Samuel Merritt College (SMC), located in the San Francisco Bay Area, is a small, growing, accredited independent college dedicated to the health sciences. Affiliated with a major metropolitan medical center, we offer graduate study in physical therapy, undergraduate study in nursing, and will offer a graduate program in nursing beginning fall, 1992. We are currently seeking a Dean for Academic Affairs to apply demonstrated leadership, vision and energy to promote the college's vitality, integrity and advancement of academic programs.

As the selected candidate, you will plan, develop and implement academic programs, and assure they are conducted in keeping with our institutional mission, and regional and professional accreditation standards. You will recruit and develop outstanding faculty and staff, and design academic policies and procedures. Developing learning resources including the library and computing facilities, as well as managing the academic divisions budget will also be your responsibility.

To qualify, you must be committed to academic excellence in higher education and the health sciences, and have an earned doctorate in an appropriate field with a distinguished record of teaching. An active scholarship commensurate with the rank of associate or full professor, and progressive, effective experience in academic administration, including positions at the dean or equivalent level are required. Experience in program development, strategic planning, accreditation, and excellent written and oral communication skills are also necessary.

Samuel Merritt College offers excellent benefits. Salary and rank dependent upon qualifications and experience. Please mail a letter of application or nomination, current resume, and a list of five references. Deadline for submissions has been extended to May 15, 1992. Send to: Sharon L. Diaz, President, Samuel Merritt College, 370 Hawthorne Avenue, Oakland, CA 94609. Phone: (510) 420-6012, Fax: (510) 420-6025. Samuel Merritt College is an equal opportunity employer.



#### ASSOCIATE DEAN FOR FRESHMEN

Alfred University invites applications and nominations for the position of Associate Dean for Freshmen. The Associate Dean for Freshmen, reporting to the Dean of Students, will provide an integrated program of academic and student services that will enhance the achievement and sense of community for all freshmen and transfer students. Responsibilities will include supervision of academic support services, including tutoring and study skills; academic monitoring and interventions; planning co-curricular and extracurricular activities; the fall orientation program; development and

Candidates should have an advanced degree in an appropriate field, rele-candidates should have an advanced degree in an appropriate field, rele-ple constituencies to provide an integrated freshman year experience, and commitment to student involvement in a multicultural environment.

commitment to student involvement in a multicultural environment.

Founded in 1836, Alfred University is the oldest coeducational institution in New York State and one of the oldest in the nation. The University grants degrees at the bachelor's, master's and doctoral levels. Its privately-funded programs include liberal arts and sciences, business, engineering, professional studies; art, ceramic engineering, and glass science are offered in the publicly-funded New York State College of Ceramics. The fifty-building, 232-acre campus adjoins the village of Alfred, in an attractive setting between the Allegheny Mountains and the Pinger Lakes region of upstate New York.

Review of applications will begin May 18, 1992 and continue until a successful candidate is identified. Applicants must provide a letter of application, current résumé, and five references. These materials should be sent to Susan Strong, Associate Provost, Alfred University, Alfred, New York 14802.

Alfred University is an Equal Opportunity, Affirmative Action Employer.

Reading Teurre track position, Fali, 1992.
Assistant/Associate Professor. Teach graduate and undergraduate reading courses.
Supervision of clinical reading courses.
Supervision of clinical reading experiences, and student toachers. Participation in scholarly activities leading to publications; Doctoral degree in Reading. Three years teaching experience in the elementary grades, including experience in an elementary reading program or in a clinical reading setting required. Send better of application, vita, transcripts, and three letters of resommendation to: Dr. Beverty Boals, Chair, Department of Elementary Education, Arkansas (2467; (301) 972-3039. Application deading May 13, 1992 or until filled. Effective date of employment is August 15, 1992. Arkansas

#### **Clark Atlanta University** Dean **School of Arts and Sciences**

Clark Atlanta University is a comprehensive residential institution with approximately 4,000 students pursuing degrees from the baccalaureate level through the doctorate. The University, formed by the consolidation of Clark College and Atlanta University, has a 126-year history of providing educational opportunities to students of diverse backgrounds.

The Dean will report to the ProvostVice Precident for Academic Affairs and will be the chief academic, administrative, budget and operations officer of the School. The responsibilities of the Dean include the evaluations of academic and administrative staff, the allocation of current resources and the short- and long-range planning of resources to achieve excellence in the academic and research programs of the school.

Successful applicants are required to possess an earned doctorate degree in an appropriate academic discipline, to have held positions of leadership and demonstrated high standards of performance, to have faculty teaching expenience at the University level, to possess a record of publications and scholarship, and to have demonstrated strong and imaginative leadership supporting effective faculty and administrative staff interactions.

Letters of application and nominations, complete with the names of three references and a curriculum vites, should be sent to: Dr. Meivin R. Webb, Chair, Arts and Sciences Search Committee Clark Atlanta University 208 Clement Hall 223 James P. Brawley Drive at Pair Street, SW Atlante, GA 30314-4391

Salary and benefits are competitive. Search will remain open until position is filled.



TROY STATE UNIVERSITY SYSTEM is comprised of three regionally accredited, comprehensive public institutions, a branch campus at Phenbx City, Alabama, and multiple instructional sites at 64 military installations in the University System enrolls approximately 16,000 students in 64 majors leading to associate, bachelor's, master's, and specialist's degrees.

HE PROVOST reports directly to the Chancellor of the System and is the chef academic officer of the Main Campus in Troy. The Provost has primary responsibility for the overall administration of the academic programs of the University. The Provost promotes academic excellence in the faculty and academic programs while seeking efficiency in institutional

operations.

FUNCTIONAL AREAS for which the Provost will be responsible include the direct supervision of the operation of eight colleges and schools (Arts & Sciences; Fine Arts; Business; Journalism; Education; Nursing; Graduate School; and University College), the Phenix City campus, and the Library, working with the respective Deans who report directly to the Provost. Other duties include administrative responsibility for budget preparation and supervision, curriculum development, strategic planning, assessment, accreditation and scheduling. The Provost performs other duties assigned

us de Clainceau (CarletticATIONS

• Eamed doctorate from an institution of recognized standing.
• Successful experience as a classroom instructor and academic admin-

Bitaior. Distinguished record of teaching, scholarship, service, and leadership in higher education.

Anomage of completions and cadon.
Thorough understanding of accreditation requirements.
Excellent communication and management skills.
Familiarity with and knowledgeable of multi-campus systems.
Demonstrated commitment to affirmative action and the promotion of cultural diversity.
Experience with military or adult education.

SALARY AND BENEFITS are competitive and commensurate with qualifica-

POSITION AVAILABLE: Review of applications will begin on May 15, 1992, and will continue until the position is filled.

APPLICATION PROCEDURE: Interested, qualified individuals should send

Dr. Glenda McGaha, Provost Search Committee Office of the Provost Adams Administration Building, Office 216 Troy State University Troy, Alabama 36082

Troy State University is an Equal Opportunity, Affirmative Action Employer, and encourages nominations and applications of women and minorities.

The Ohio State University invites nominations and applications for the position of Dean of the College of Education. The Dean is the chief administrative and budgetary officer of the College and reports directly to the Senior Vice President for Academic Affairs and the Provost. The College has approximately 160 regular faculty members in four departments and the School of HPER. There are also several interdisciplinary centers associated with the College, in addition to instructional programs on the Columbus Campus, the College has teacher education programs on the four regional campuses of the University.

Qualifications for the position include a distinguished record in research, teaching, and service; demonstrated excellence in leadership and administration and a clear record of effective commitment to and support of cultural and ethnic diversity. Candidates' records should provide evidence of strong abilities to relate to and work effectively and collaboratively with the faculty of the College, the University administration, and other constituent groups both within and outside the University. Candidates should have the qualifications for appointment as Professor in one of the units of the College.

The position will be available toward to the College.

The position will be available January 1, 1993. Salary and other considerations will be consistent with the commitment of The Ohlo State University to ecruit the best qualified individual. To assure full consideration, applications and nominations should be received by June 1, 1992. The Search Committee will begin screening dossiers on that date and will continue to leview applications until the Dean is selected. Applicants should send a letter, a curriculum vitae, and the names and addresses of at least three telerences to:

Gerald M. Reagan, Chairperson College of Education Search Committee 203 Bricker Hall, 190 North Oval Mail Columbus, Olf 43210

The Ohio State University is an Equal Opportunity, Affirmative Action Employer, Qualified women, minorities, Vietnam-era veterans, disabled veterars and the disabled are encouraged to apply.

DEAN

**COLLEGE OF EDUCATION** 

THE OHIO STATE UNIVERSITY

NOMINATIONS: Nominees will be invited to apply.

er education. edge of comprehensive academic planning and resource alto-

**PROVOST** 



#### DEAN OF ADMISSIONS AND **ENROLLMENT MANAGEMENT**

**CORNELL COLLEGE** Mount Vernon, Iowa

Cornell College invites applications and nominations for the position of Dean of Admissions and Enrollment Management

The Dean of Admissions and Enrollment Management is a cabinet level position with faculty status reporting directly to the President. The Dean is responsible for odmissions, recruiting, marketing, financial aid, and retention. The college offers a competitive salary and benefit packago.

#### Preferred Qualifications

Cornell sceke candidates who have skills in marketing and communications, research and data analysis, planning and organizing, budget management, and a working knowledge of student financial aid policies and procedures. Several years of experience, preferably in private college admissions work at an institution that has an orientation to the comprehensive enrollment management approach, are required. Strong interporsonal skills and the ability to operate within a team-oriented environment are essential.

#### The College

Cornell College is a private, residential liberal arts college with 1100 students. The college is affiliated with the United Methodist Church and is a member of the Associated Colleges of the Midwest (ACM). Cornell is located in Mount Vernon (population 3600), 15 miles east of Cedar Rapids and 20 miles north of Iowa City. The campus includes 37 buildings on 110 wooded acres and is listed on the National Register of Historic Places. Cornell is known for its innovative "Once-Course-At-A-Time" calendar and enjoys an excellent academic reputation regionally and nationally. The diverse student body comes from over 40 states and about 15 foreign countries with approximately one-fourth from

#### **Application Procedure**

A letter of application, resume, and names of three references should be sent to: Dean of Admissions and Enrollment Management Search Committee, c'o Ms. Ann Opatz, Cornell College, 600 First Street West, Mount Vernon, Iowa 52314-1098. Consideration of applications will begin on May 4, 1992. The position will be available August 1, 1992.

# Cornell College

Established in 1853 • Mount Vernon, Iowa

Cornell College is an Equal Opportunity/Affirmative Action employer and encourages applications from women and minority candidates.

Registrar: Requires bachelor's degree plus two years' related experience; pyefer experience at an educational institusion. Applicants should have supervisory and office manusement experience, knowledge of records procedures and federal reporting requirements. Strong interpersonal sides, demonstrated experience, knowledge of records procedures and federal reporting requirements. Strong interpersonal sides, demonstrated experience and work under pressure. Professional, twelve-month, full-time position with salary range of \$13,908 to \$31,908 plus excellent benefit package. Contact Personnel Officer, Central Wyoming £6301; (307 836-939) or 1800-735-8418 by application deadling of May 29, 1992. Position open until filled. CWC is an EEO/AAE.

Religion: Pull-time, tenure track position in the Department of Bible, Religion, and Philosophy at Erskine College. Candidates should have an earned dectorate. Primary responsibility is the teaching of a variety of undergraduate courses in the department. Proferouse will be given to a candidate with producte work in philosophy or the German language. Sond letter of indicate and ceredentials to: Dr. James W. Gettys, Vico-President and Dean of the College. P. O. Box 248, Due West, South Carolina 29639, Erskine College is a small, four year, church-reinted, liberal arts college located in western South Carolina.

claser symmulary. The Estitum School of Relizion, a Quaker Sentanary, tecks a full-line, permanent teacher in Christian Quaker Spirituality. Academic training and degree should be in Spirituality, Christian bistory or a related field. Doctorate required and seminary degree preferred. Teaching responsibilities will include classes such as History of Christian Spirituality, Spiritual Preparation for Ministry, Spiritual Proparation for Ministry, Spiritual Proparation for Ministry, Spiritual Preparation for Ministry, Spiritual Preparation for Ministry, Spiritual Preparation for Ministry, Spiritual Preparation for Religion, Richmody, Indiana 37374 (fax 317-933-1944). Position begins July 1, 1992. Deadline for receiving applications is May 8. Boli in-house and external applicants will be seriously considered. Entihum is an affirmative action recruiter and especially encourages applications from women and minorities.

Research: Research Associate. Sniary 33,000 per month 40 hours per week. Conduct independent research in Rengeland Ecology and Management to dealing and implement graphical user interface, database systems in C, DOS, Unit, MS Windows, X Windows, Motif, Vermont Viewa, db Vista



#### DEAN OF THE FACULTY

Colby-Sawyer College invites applications and nominations for the position of Dean of the Faculty, who will serve as the college's Chief Academic Officer. The college is seeking a Dean who demonstrates a love for teaching and values involvement with faculty, staff, students and campus life.

and campus line.

Colby-Sawyer is an independent, coeducational, undergraduate residential college serving 600 students. The 154 year old college, which is located in New London, New Hampshire, in the heart of the scenic Lake Sunapee region, has gained national recognition for its impressive increases in enrollment and its successful transition from a women's to a coeducational college.

Education at Colby-Sawyer is characterized by close, rewarding facul-ty-student interactions, personalized classes, and varied internship ex-periences which supplement students' skills in the liberal arts with

practical career preparation.

Colby-Sawyer seeks a Dean of the Faculty who has demonstrated leadership, vision, and administrative skills to work closely with the faculty in developing a curriculum for the 21st century. The Dean provides leadership in curriculum planning, implementation, and assessment as well as faculty development and evaluation in a college that values excellent teaching above all else. The Dean, who reports to the Senior Vice President for Academic Affairs and Planning, serves on the President's Cabinet, all faculty committees and the Academic Affairs Committee of the Board of Trustees.

The successful candidate must possess an earned doctorate, a record of excellence in teaching, and progressive academic administrative experience. Applicants will have domonstrated leadership ability, exceptional interpersonal skills, a warm sense of humor and a commitment to collaboration response.

Colby-Sawyer offers a competitive pay and benefits package. We will begin screening applications immediately and will continue to accept packages until a suitable candidate is found. Please submit applications, nominations, or requests for further information in confidence to:

Colhy-Sawyer College
c/o Educational Management Network
8 Williams Lane
Post Office Box 702 Nantucket Island, Massachusetts 02584

Colby-Sawyer Collego is an Equal Opportunity Employer, us is Educational Management Network

#### DEAN OF STUDENTS

Chapman University invites nominations and applications for the position of Dean of Students.

CHAPMAN UNIVERSITY

of Dean of Students.

The Dean of Students reports directly to the Vice President for Enrollment and Student Life and provides leadorship and management for all activities in the Student Life Division. The Dean has supervisory responsibility for Academic Support Services, Campus Activities and organizations, Campus Ministry, Career and Life Planning Conter, Child Study Center, Counseling Center, Food Service, Health Center, and Residence Life. The Dean also has overall responsibility for divisional budget development and in collaboration with other campus constituencies, has lead responsibility over student development and conduct.

Candidates must have an advanced degree, preferably a doctorate in stu-dent personnel administration/education, at least five years of demonstrat-ed success in the administration of student services in higher education, strong leadership and interpersonal skills, and a commitment to student involvement in a multicultural environment. The University seeks an artic-ulate and energetic individual who can work creatively with students, faculty, and administrative staff to create an atmosphere that fosters posi-tive growth and development of the campus community.

tive grown and development of the campus community.

Chapman University is a comprehensive institution with about 8,000 students pursuing degrees at the baccalaureate or master's level at its Orange campus and 40 Academic Centers. The University was founded by and is still sustained by the Christian Church, Disciples of Christ. Chapman has a 131-year history of providing educational opportunities to students of diverse backgrounds. Its City of Orange residential campus is 35 miles southeast of Los Angeles and serves as the academic setting for about 2,300 students. The Student Life Division serves primarily this Orange student population.

Review of applications and nominations will begin on April 24, 1992, and will continue until a successful candidate is identified. Applicants must provide a letter of application, current resumé, and five references and/or letters of recommendation. These materials should be sent to Cindy Dougherty, Vice President for Bnrollment and Student Life, Chapman University, 333 N. Glassell Street, Orange, CA 92666.

Chapman University is an Affirmative Action Employer and welcomes applications from members of traditionally under-represented groups.

and informix for grazeland planning and management. The user interfaces will be in both English and Chinese to facilitate the consoling cooperative research projects between the U.S. and China on grazeland planning and management. Will use image processing and Gils in collect and management. Will use image processing and Gils in collect and management. Will use image processing and Gils in collect and management will be in damanged and management. Will use image processing and Gils in collect and management will need to fastiful the control of the control



#### Admissions Counselor & **Assistant Dean of Admissions**

Pomona College announces two positions in the Office of Admission The college seeks an admissions counselor and an assistant dan abwill contribute fully to the operations of the office and who will contribute fully to the operations of the office and who will be included among their responsibilities recruitment travel and planting specified guographic areas, interviewing prospective students, reased freshman and transfer condidates, and development of regions about

Responsibilities to be divided among the new appointments index work in institutional research, database development, extensive with work in institutional research, database development; work with Pagemain and other PC driven systems. One will work closely with vision programs. For both positions, experience with PCs, VAX and Computer System 1032 will be advantageous. Additional responsibilities that or plement the interests and talents of the appointees and the needs of staff may be assigned. staff may be assigned.

The eight members of the professional staff work with great automer onsibility to manage programs and report directly to the dear

Candidates must have a bachelor of arts degree. An appreciation force understanding of the process of liberal education are essential. A comitment to the development of a socioeconomically diverse application and student body is critical. Previous experience in admission to be desired to the control of th helpful but not required for the admissions counselor position Cz5 dates for the Assistant Dean position should have two years of equi

Pomona College is a highly selective, coeducational, independent but arts and sciences college enrolling 1,375 students. As the foundagues ber of The Clarentont Colleges, Pomona is part of a community of in undergraduate colleges and a graduate school with a combined student colleges and a graduate school with a combined student condition of approximately 4,500 students. Located 35 miles estells Angeles, Clarentont is a suburban community with a population of proximately 35,000 residents.

A letter of interest and resume should be submitted by May 13, 1992%

Bruce J. Poch
Dean of Admissions
Pontona College
333 N. College Way
laremont, CA 91711-6312



#### Athens State Colley

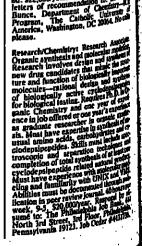
ATHENS, ALABAMA 35611

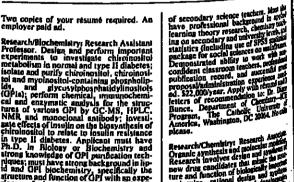
#### DEAN OF ACADEMIC AFFAIRS

Athens State College invites applications for the position of Dean of the demic Affairs. The Dean is the college's main academic official and was closely with the President and faculty in providing academic leadership a growing institution.

Located in the Tennessee Valley of north Alabama, Athers State 8 a upper-level senior colluge with 3,000 students and 65 faculty member. The student body has more than doubled during the past ten year is cause of the college's many innovative programs. Established in 1822 Athers State is the oldest educational institutional in Alabama. Applicants for the Dean's position must have an earned doctorate and least five years' teaching experience, preferably at a baccalaureate degree granting institution. An exemplary record of community and professor service and administrative experience is also expected. The salay is on mensurate with advantage and administrative experience is also expected. The salay is on mensurate with advantage and administrative experience is also expected.

urate with education and experience. Application forms can be obtained from the Athens State College Bushes Office, Beaty Street, Athens, Al. 3561 I. A completed application coals of the application form, personal résumé, and official transcripts. The coopleted application form, personal résumé, and official transcripts. The coopleted application should be sent to Mrs. Gayle Davis, Administrate pleted application should be sent to Mrs. Gayle Davis, Administrate Assistant to the President, Athens State College, Athens, Al. 35611 by June 1, 1992.





htteach/Chenhitry Research/Organome-pho Chenhitry Physical Inorganic Chem-say, Research Associate, Job dules: 1) ferion synthesis and the studies: 1) ferion and recrystallization of organome-talls completes to be used in the study and amication of advanced polymers and syn-

breachtChemistry: Research Associate.

Syntheting and characterize precursor fish, Research and refine the properties of the materials by solid state nuclear magnitudes with experiments requiring liert tendings with experiments requiring liert these studies, Salary \$21,000 per year plus attended to the properties of the pr

Research/Chemistry/Physics: Research Associate. Will apply the principles of liquid crystal physics and membrane biophysics to establish a computer controlled system to measure the auritice properties, including surface pressure, area and compressibility, of a monolayer formed over lipid bilayers vesicles under various conditions. Will apply surface chemistry and fluorescence spectroscopy techniques and other principles of surface science including use of a dynamic light scattering system to

#### **ACADEMIC DEAN**

#### **Dakota Wesleyan University** Effective Date: August 1, 1992

Applications and nominations are invited for the position of Academic Dean. The Academic Dean reports directly to the Executive Vice President and serves as a member of the Administrative Counsel.

serves as a member of the Administrative Counsel.

Qualifications: An earned doctorate from a recognized university; proven experience and success as an educational leader; record of broad institutional administration including budgeting and planning; commitment tri judeo. Christian values and the mission and purposes of a co-educational college affiliated with the United Methodist Church; ability to establish and maintain a positive working relationship with the various college constituencies, ability and willingness to effectively function as a member of an administrative team; commitment to cooperation between academic and student affairs activities and programs; ability to serve as an agent for change in the prioritization of academic programs and services; commitment to program development through educational partnership, alliances and other cooperative ventures; and ability to serve a diverse student population of traditional and nuntraditional students as well as commuting and residential students.

Remonshilities: Providing leadership and directing the Napaging allowabor.

Responsibilities: Providing leadership and directing the planning develop-ment, evaluation, and administration of academic programs, supervising the areas of advisement, extended learning, records and registration, and litrary services; participation in comprehensive institutional planning; fostering process of consultation and decision making which reflects a collegial approach to governance.

Institutional Setting: Dakota Wesleyan University provides a general liberal arts education and prepares persons for occupational careers. Current enrollment is approximately 720. Mitchell is a community of 14,000, located in south central South Dakota, and near a metropolitan area of 100,000.

sourn central south Dakota, and near a metropolitan area of 100,000.

Application: Submit a letter of application, résumé/vita, and at least three (1) letters of recommendation. The applicant must also submit an original position paper describing the extent to which their qualifications and educational philosophy address the qualifications required for the position. This information will be accepted until May 15, 1992. Numinations and applications should be submitted to Dr. Neal Eddy, Executive Vice President; Chali, Academic Dean Search Committee; Dakota Wesleyan University, 1200 W University Ave.; Mitchell, 5D 57301.

Affirmative Action, Equal Opportunity Employer.

#### **DEAN OF** THE GRADUATE SCHOOL

The Union Institute invites applications for the position of Dean of the

Graduate School.

The Graduate School offers a comprehensive program of study leading to the degree of Doctor of Philosophy (Ph.D.). It serves over 1,000 self-directed adult learners (average age is 44 years) located throughout the United States and in fewer numbers throughout the world. Faculty members (approximately 80) are located in diverse geographical areas. The individual sought for this position will be the academic and administrative leader of the Graduate School and will be expected to fulfill a variety of functions unique to the operation of this unusual program.

program.

The institution seeks a creative administrator whose experience attests to a personal interest in high quality, individualized education without preconceived notions about higher education delivery systems. Prior administrative experience in the more innovative sectors of higher education will be given preference. The Graduate Dean must be a seasoned administrator qualified in academic personnel management, budgeling, and curricular design, as well as in recruitment and public relations. A record of scholarship and an emphasis on interdisciplinary study are essential. The Dean should possess an interest and commitment to cultural diversity and international and intercultural programming. The institution seeks an individual with the sbillity to work well with others so as to continue an emphasis on building and maintaining a cohesive cadre of highly qualified faculty. A Ph.D. In the Liberal Arts or the Natural Sciences is required.

Nominations and applications should be directed to the Chair, Oradu-

A Ph.D. In the Liberal Aris or the Natural Sciences is required.

Nominations and applications should be directed to the Chair, Oraduate School Dean Search Committee, Office of the President, The Union institute, 440 E. McMillan Street, Cinclinual, Ohio 45206, no later than May 15, 1992 (extended deadline). Applications should include a current réstumé and a list of five individuals from whom we may solicit commentary. The position is open and it is our intention to name the dean in July, 1992. The new dean will assume office as soon thereafter as possible. The Central Office is located in Cinclinual, Ohio and the successful applicant will be expected to reside in the immediate area. A good deal of travel is a part of this challenging position.

The Union Institute is unusually serious about being an Affirmative Action, Equal Opportunity Employer.

#### **EXECUTIVE VICE PRESIDENT**

Ross University School of Medicine and Veterinary Medicine seeks nomina-tions and applications for the position of Executive Vice President. The Vice President is responsible for: academic programs, securing faculty and support staff, creating and implementing budgets, maintaining high level enrollment and providing strong leadership.

We prefer M.D. degree for this position and candidate must have minimum of ten years' experience in similar position with either a medical school or

Review of nominations will begin immediately. All candidates must submit formal applications including statement of how the candidate will satisfy this position. Please send CV and three references to: Executive Vice President Search Committee C/O Dr. Ross, Chairman Ross University 460 West 34th Street, New York, NY 10001

study the dynamics of properties of liquid crystals near to their phase transition temperature. Requires Fh.D. dagree in Chemistry or Physics. Education to include completion of a Ph.D. thesis in using dynamic pletton of a Ph.D. thesis in using dynamic inght-scattering system to study the dynamics of properties of field crystals near to their phase transition temperature including phase transition temperature including phase transition temperature including phase transition temperature including the phase transition temperature. An employer paid ed. Cooke of resumed An e



#### VICE PRESIDENT FOR **ENROLLMENT MANAGEMENT AND** STUDENT AFFAIRS

North Central College seeks an energetic and experienced leader for its undergraduate student recruitment and reten-

Founded in 1861, North Central is a "comprehensive liberal arts college" serving 1300 traditional-age, full-time undergraduates (850 live on campus), as well as 1200 part-time evening and weekend students (including 400 graduate students). Located in a high-tech, high-growth suburb 30 miles west of Chicago's Loop, the College's fall 1991 freshman class was the largest in its history (344), with an average ACT of 25, and 13% minorities. Challenges for the new Vice President for Enrollment Management and Student Affairs will include: sustaining the admissions performance of recent years despite constraints on financial aid growth; Improvng retention; enhancing minority recruitment; and enriching the College's student development efforts.

Reporting to the President, the Vice President will serve on North Central's cabinet as a key member of the College's leadership team, and will be responsible for overseeing undergraduate admissions, financial aid, housing, counselling, student activities, and student development functions. The ideal candidate will be a person with: a thorough understanding of and commitment to the educational values of schools like North Central; substantial successful experience in a comparable or related management position, e.g., admissions director or dean of students at a residential liberal arts college; superior educational credentials, e.g., an advanced degree in counselling or educational management (or their equivalent in training and experience); and the ability to develop and execute a strategic marketing plan.

Salaries and benefits are competitive. Opportunities are unlimited. The search committee will begin screening applications May 11 with the expectation that the successful applicant will start by July 1, 1992. Send letter of application and

> Harold R. Wilde, President North Central College 30 North Brainard Street P.O. Box 3063 Naperville, IL 60566-7063

North Central College is an equal opportunity employer. Women and minorities are encouraged to apply.

#### CHIEF BUSINESS OFFICER

Northern Virginia Community College is seeking candidates for the position of Dean of Financial and Administrative Services. The college is a five-compus comprehensive community college serving the Virginia portion of the Washington, DC metropolitan area. The college serves an annual credit enrollment of approximately 60,000 students and approximately 140,000 persons are served in non-credit community service/public service activities.

The deen is responsible for the day-to-day management of budgeting, fiscal and auxiliary services, computing and information services, facilities planning and support services, human resources, security, physical plant operations, and madia processing services.

oal plant oparations, and madus processing services.

Minimum qualifications include a Maeter's degree in an applicable discipline with significant experience in a college or university setting. Destrable qualifications include an earned doctorate and community college experience. The leat date by which applications will be received as May 20, 1982. Please submit application information to: Dr. Richard J. Ernst, Prasident, Northern Virginia Community College, 4001 Wakefield Chapel Road, Annandale, Virginia 22003. EEO/AA.

cellular and molecular approaches including in vitro cell culture/closins, FACS analysis, Immunohistochemistry, in aktu hybridization, and T cell receptor analysis.

Using recombinant virions and purified viril proteins, study the epitions escellicity of CD4 T cells is different lymphoid disues following oral infection with virus, Participate in undergraduate teaching and supervision of pre-doctoral students. Requires:

Pb. D. in Immunology with at teast 5 years of post-doctoral students. Requires:
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Pb. D. in Immunology with a teast 5 years of post-doctoral students. Repaires for use in industries, including strings for use in industries, including strings are strength, durability. Ethicas of weight and other qualities. Must have taken a course in care of the following: Mechanics of Fractures and SBM Micromorchanics: Selected Topics in Ceramic Selected.

Research/Materials Sciences Research Associate, Conduct research in the fundamentals of Cumulative Damage Summation to copper. Define and conduct menucrystalline experiments. Use SEM to study the crack guestellon and propagation exchanism, Create new theories of dumage aumination and evaluate their application to composercial structural engineering; graduate their special structural engineering; graduate tweet specialization in mechanical properties and prior published research in mon-



#### VICE PRESIDENT FOR BUSINESS AFFAIRS

GENERAL DESCRIPTION OF THE POSITION: The Vice President for thusiness Affairs reports directly to the President and is responsible for general supervision of the accounting, payroll, and other fixed services, planning and administration of University operating budgets supported by State and non-Staten sources, campus physical planning and development, operation and maintenance of the physical plant, including residence halls, legistical and support services, environmental health and safety; public safety, emergency operations, and haison with auxiliaries. The successful candidate must be aware and supportive of the academic mission of the University, and will be entering a division with strong commitmen to the total quality management approach to personnel management and problem solv-

As one of jour yere presidents, the Vice President for business Affairs is a As one of four vice presidents, the Vice President for Business Affairs is a member of the President's executive management staff and plays a key role in the development of University policy, represents and acts for the President on matters of extal listhed policy within the University and The California State University system, represents the campus in dealings with other universities and with the local communities in matters of manadimerent and our ern, and accepts specific delegations and assignments requiring coordination at semior administrative levels. Program administrators reporting directly to the Vice President for Business Affairs include Directors of Fiscal Services, Budget Planning and Administration, Support Services, Facilities Planning, Facilities Services, and Public Safety Services

QUALIFICATIONS: Relevant senior level experience in university administration and linearial and facilities management, master's degree, and training and experience appropriate to a senior administrative affairs position in a university demonstrated ability to work cooperatively with various crimitaencies, demonstrated commitment to promoting affirmative action and sen-sitivity to cultural diversity, familiarity with modern productivity mols. Working knowledge of NACURO standards and guidelines preferred

COMPENSATION: Salary is commensurate with the background and expen-ence of the individual selected. Cal Poly offers excellent fringe benefits. All ights associated with this appointment are governed by the Management bersonnel Plan adopted by the CSU Board of Trustees.

SELECTION PROCESS: Caudidate will be selected during Summer of 1992; academic year begins September 14. Screening will begin in mid-May. For full consideration, applications should be received by May 29, but the position will remain open until filled. Send resume, letter or statement of interest and special qualifications, along with the names, addresses and telephone numbers of at least three references to:

Dr. Robert D. Koob Or. RODER D. RODE Vice President for Academic Affairs California Polytechnic State University San Luis Obispo, CA 93407 (805) 736-2186 Fax (805) 756-5292

UNIVERSITY: One of 20 campuses of The California State University system, Cal Poly has built a solid national reputation on its learn-by-doing approach to education. Nearly two-thirds of the university's 17,000 students major in agriculture, architecture and environmental design, business or engineering.

COMMUNITY: San Luis Obispo is a city of 50,000 located twelve miles from the Pacific Ocean and midway between San Francisco and Los Angeles on California's scenic Central Coast. University families live in San Luis Obispo and nearby communities both on the coast and inland. Excellent recreational facilities are available, and the area has an outstanding climate, with an average daily maximum temperature of 62.2 in January, 77.0 in August, and an annual average of 70.2.

Cal Poly is strongly committed to achieving excellence through cul-tural diversity. The university actively encourages applications and nominations of women, persons of color, and members of other underrepresented groups. AA/EEO.

#### UCLA SCHOOL OF NURSING

#### Associate Dean for Administration

effective financial and administrative services in support of the School's academic massion. Reporting to the Dean, this position manages the School's Bacal effats, staff personnel, allocation of space and equipment, and public relations and development coordination. Qualified applicants must have a Baccalaureste in Nursing, Master's and Doctorate in Nursing or related area. Detailed knowledge of nursing confusion and etinical practice. Sentor level management opportune with demonstrated skill in famical planning and analysis, budgeting, cost control and trattuitonal analysis. Demonstrated skill in strategic planning and in managing complex human resource issues. General knowledge of management information systems. Demonstrated one continuation, writing, and interpersonal skills. Salary dependent upon qualifications. Excellent benefits package.

Please send vits with cover letter indicating qualifications for the position to Dr. Ada M Lindsey, Dean, UCLA School of Nursing, 2-256 Louis Factor Building, (Dept. C.), 10833 Le Conte Aucnue, Los Angeles, CA 90024-1702. An Affirmative Action Employer.

Research/Molecular Blologys Rosearch Associate, Qualified applicants are frivited to submit returnes for a position of a rosearch associate. The candidate is expected to conduct research which focuses on protein purification and characterization, isoelecine-focusins, HPLC, affinity chromotography, polyacrysmide electrophoresis, insunoprecipitations, Western biot, HLISA, insunoposical assays, enzyme assays is desirable. A arone background in molecular biology including Northern, Southern bioting, a edirected mutagenesis, CAR assays, a edirected mutagenesis, CAR assays, a edirected mutagenesis.

Research/Molecular Biology; Research Associate, 40 hours/week, 8:00 a.m. 5:00 DNA sequencing is required and should be through the sequencing is required and should be throughly familiar with CDNA library inboratory. Use sophiaticated skills in Molecular Biology to look for the critical and subtractive secretary. Must have expeditioned to the critical state of the critica Molecular Biology to look for the critical difference in sense expression between a kerting with adapad itsuse cultury with the control of th

#### SEARCH EXTENDED

#### Vice President for Institutional Advancement

#### SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE

Nominations and applications are invited for the position of Vice President for Institutional Advancement at Southern Illinois University at Carbondale. The Vice President for Institutional Advancement provides administrative di-rection to University units concerning the management of the University's fund-raising efforts, alumni affairs, public relations and to diverse support and service units within the University. The Vice President for Institutional Ad-vancement reports directly to the President.

As a member of the President's staff, participates in the planning and policy development of the University. Serves as the principal advisor to the President with respect to fund raising, alumni matters, and public relations.

Provides leadership and administrative direction to the units within the Vice Presidential area. Plans, organizes, and controls the process of establishing and achieving goals and objectives for the units. The units supervised by the Vice President for Institutional Advancement include Southern Illinois Univer-sity Foundation, Alumni Services, and University Relations.

Requirementa: Master's required, doctorate preferred. Prior experience in a senior level position in a university setting Demonstrated leadership ability, experience in planning and directing capital campaigns; effective oral and written communication skills; and ability to accomplish objectives through the development and utilization of human resources. Several years in at least two

Applications Must Be Received By July 15, 1992. Start date is negotia-ble. Send letter of application, résumé, and the names, addresses and telo-phone numbers of three references to.

Office of the President Atm: Cheir, Scarch Committee for Vice President for Institutional Advancement Southern Illinois University at Carbondale Carbondale, IL 62901

SIUC IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

#### STMARY'S LINIVERSITY



#### SCHOOL OF LAW

#### Associate Dean for Enrollment Management

This Associate Dean will have principal responsibility for recruiting, admitting, enrolling, and registering students at \$1. Mary's University \$1 loot of Law. He or she will prepare the text of information bulletins and application materials for the Law School, represent the Law School at recruitment foroms and pre-law meetings, establish admissions guidelines and procedures, screen applications for admission, and oversee the admissions process. He or she will set the academic calendar for the Law School, work with a faculty committee to schoolule course offerings, and supervise the processes of registration and enrollment. In addition, he or she will participate with the Dean and the other Associate Deans in the general administration of the Law School.

In order to qualify for this position, a candidate must have a Douter of jurisprudence degree, good academic credentials, a minimum of five years of professional experience, excellent communication skills, and a strong commitment to the mission of St. Mary's University School of Law. The salary of the Associate Dean for Enrollment Management will be commensurate with his or requalifications and experience.

If you are qualified and interested, please send your letter of application and a current resume to the Office of Personnel, St. Mary's University, One Camino Santa Maria, San Antonio, Texas 78228-8565. The application deadline is May 15, 1992. St. Mary's University is an EEO/AA employer.

anne expression and analysis and cell killing assavs are required. Laboratory appervision and training of students. Applicants must have Master of Scienze degree or equivalent in Molecular Biology and have two and half years of work experience of molecular biology techniques such as cloning, sequencing, and recombinant DNA experiments. Send returneds to 7310 Woodward Avenue, Room 415. Datrois, Michigan 4602. Reference Number 2679. Buttois, Michigan 4602. Reference Number 2679. Buttois, Michigan 4602. Reference Number 2679. Buttois of Medicine, Requirements: Ph.D. in Pharmaceutical Sciences. Research Associate to Pharmacology and Amesthesialogy, Vanderbill University School of Medicine, Requirements: Ph.D. in Pharmaceutical Sciences, preferably from an American University: research experience in uneasherizing experiments: Ph.D. in Pharmaceutical Sciences, preferably from an American University: research experience in uneasherizing experiments: R.D. in Pharmaceutical Sciences, preferably from an American University: research experience in uneasherizing experiments: (CC, TLC, RIA, CR), and CR a

Residence Life: Resident Director. Administration of residence hull's housing 200-459, Staff aupervision, programming, discipline, teaching RA class, career-enhancing outside involvement within Division of Student Affairs, other student developement functions. Required qualifications: Master's in College Student Personnel, Higher Education, Counseling or related field; demonstrated skills working with multicultural college populations; surung interpersonal skills, creativity, and initiative; commitment to student development, demonstration of implementing student development for one year, renewable for maximum of two additional years, \$20,000/10 months. Send reasuns, placement credentials, or three letters of reference to: Edward J. Kolly, Assistant to the President, State University of New York College as Brockport, 408 Allen Administration Building, Brockport, New York College as Brockport, 408 Allen Administration Building, Brockport, New York College as Brockport, 408 Allen Administration Building, Brockport, New York College as Brockport, 408 Allen Administration Building, Brockport, 408 Allen Administra

#### VICE PRESIDENT OF EDUCATIONAL AFFAIRS

Metropolitan Community College is a growing and vigorous multi-multi-campus community college serving more than one-fluid of 2.5. braska population. Current emollment exceeds 30,000 students and a braska population. career, academie, continuing education, and business and municiparants. The three-campus Cadlege has grown on average 10.3% robbit last 18 quarters and continuing expansion is anticipated. The College of president have been nationally recognized for uniovative communicipal leadership.

MAJOR RESPONSIBILITIES: The Vice President of Educational is mangeric testing the Callege President and is responsible for leading management of area-wide credit instructional programs and proopled out services. Major area-wide responsibilities include.

- chart services. Major area-with responsibilities include.

  I cadership and structure for open communications and a colleging some making environment resulting in a high level of faulty at a morale and involvement.

  Overall management of credit programs, campus operation, adjustical student services with supervision of Division Chapterion.

  Iterational environs with supervision of Division Chapterion.

  Iterational environs with supervision of high quality management and student service personnel.

  Development and implementation of procedures and budge sluty sure normalized operations of high autility misracinos.

 Development and imprementation of procedures and budge where
sure normalized operations of high quality instruction.
 Collaborative work with cibinet members as well as many
mistle and outside of the College.
 Provide for increased atticulation with other educational institution. QUALIFICATIONS: The position requires a doctoral degree of equation plans from years related experience. The position requires democrated in the position requires and leadership of postsecondary normal programs. Also required is ancressful community college administration. programs (Also required as an electric community college adminiate experience or the equivalent with at least three years at the level of declivision charperson. It is particularly important that the person blue position be an effective leader who passess excellent skills in workary diverse groups of College start and stondents and who understands adjuted effective collaborative communication with other individuals.

SALARY SCHEDULE RANGE: \$47,550-873,873.

PROPOSED STARTING DATE: July 1, 1992. To apply, send letter of application, resume and copy of official motors the Office of Personnel and Umplayer Relations. Applicants are more, to submit materials by May 15, 1992, at which time the streams prowill begin. A complete d College application form is also require to see the control of the contro plete the formal application process, and the form will be forward applicants upon receipt of above materials



Genny Griggs, Director Personnel and Employee Relations P. O. Boy 3777 Ontaba, NE 68103-0777 (402) 449-8420

Metropolism Community College is proud of its extensive programs leadership diversity development. Persons of different cultural background are enthusiastically encouraged to apply



#### **CLEMSON UNIVERSITY**

Associate Vice President for Development

Clemson University invites applications and nominations for invited on Associate Vice President for Development.

Ciomson University, founded in 1889, is a nationally recognised on prohensive public institution. Located in Ciemson. SC, the University has a total enrollment of 17,295 students and offers 59 undergradual degree programs and 54 graduate areas of study. The Associate Vice President for Development reports directly to be Vice President for Institutional Advancement, supervises α stand of and serves as the University's chief fund raiser.

The successful candidate should possess 57 years of developed experience, preferably in higher education; a strong track read is tracjor gitts and corporate and foundation relations; effective integer sonal and communication skills; and the flexibility to manage along administrative structure while spending quality time with decrease

Salary is competitive and commensurate with experience and bar ground. Clemson University is an Affirmative Action, Equal Opports ty employer.

To apply, mail letters of nomination and/or interest and risans by May 15, 1992, to:

Steven T. Ast AST/ERYANT 51 Locust Avenue, Suite 304 New Canaan, CT 06840

# JACKSONVILLE STATE UNIVERSITY

Applications and nominations are invited for the position of Vice President for Academic Affairs at Jacksonville State University. Jacksonville State University, accredited by the Southern Association of Colleges and Schools, is located in the foothills of the Appalachian Mountains in Northeast Alabama approximately 100 mites west of Atlanta, Georgia and 75 miles east of Birmingham, Alabama. Situated in a community of 10,000, the University has an enrollment of 8,500 students. The Vice President is the chief academic officer of the University and reports directly to the President and is a member of the University's senior administrative team. University's senior administrative team.

Jacksonville, Alabama

Responsibilities include but are not limited to providing executive leadership in the management of the academic affairs of the University: development, coordination, and evaluation of academic policies and programs in the context of the University's mission and goals; planning, goal setting, staffing, resource allocation and budgeting for the Academic Affairs division.

Candidates for Vice President should possess:

- An earned doctorate from a regionally accredited institution.
   A distinguished record of teaching and scholarly activity sufficient to warrant appointment to
- full professor at a regional public university.
- tui professor at a regional poone university.

  Significant academic administrative experience, preferably at the dean's level or higher.

  Experience in planning, development and evaluation in an academic setting.

  Demonstrated broad knowledge of current issues in higher education (i.e., budgeting,
- funding, granismanship).

  Interpersonal skills to work effectively with all constituencies and administrative units of the

University to achieve the goals of the University.

Commitment to excellence in teaching, research, public service, affirmative action, and shared governance.

The position will be available in Fall 1992. Salary is competitive. interested individuals should submit a letter of application, current curriculum vitae, and the names of five references including addresses and telephone numbers. Applicants should also submit a written statement of their perception of the leadership role of the Vice President for Academic Affalis position and a statement of why they are seeking this position.

Applications with supporting documents, and nomination should be submitted to Chair, VPAA Search Committee, Office of Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. The search will remain open until a suitable candidate is selected.

An Equal Employment, Affirmative Action Employer.

#### EXECUTIVE DIRECTOR OF DATA SYSTEMS MANAGEMENT

#### Jacksonville State University

The Executive Director of Data Systems Management is responsible for the overall leadership and management of the University's academic and administrative computer support services, and the telephone system services. Under the general direction of the President, the Director provides leadership for the University in the use of computer and telecommunications technology, working closely with faculty, staff, student, and local government agency users. Duties include managing an organization of 32 employees with an operating budget of \$1.5 million. The computing environment includes ES9121, IBM 9370 serving as a nodal processor the the Alabama Supercomputer Network, DEC Micro VAX and PC networks. The telecommunications environment includes a NEAX 2400 switch and ACTRA 250 agency to age to the serving and student users. ASTRA 350 computer providing service to 2500 administrative and student users.

Bachelor's degree required, master's degree preferred; four years of computer center supervisory experience required; understanding of data systems in a complex university environment required; and ability to support and help develop instructional computing and telecommunications required.

Salary and benefits are competitive, and are contingent upon qualifications and experi-

Screening will begin by June 1, 1992 and will continue until until the position is filled. Send letter of application, résumé, and the names, addresses and telephone numbers of

> Chairman, Search Committee
> Executive Director of Data Systems Management
> Jacksonville State University Room 329 Bibb Graves Hall Jacksonville, Alabama 36265

JSU is an Affirmative Action, Equal Opportunity Employer.

**VICE PRESIDENT** 

FOR DEVELOPMENT

THE UNIVERSITY OF DELAWARE invites applications and

nominations for the position of Vice President for Development.

The University of Delaware is a state-assisted, land-grant, searine University of Delaware is a state-assisted, land-gram, sea-grant, space-grant research university with more than 20,000 students, 3,000 employees and an alumni population totalling more than 70,000. The University's central mission is the pro-motion of academic excellence in an environment of equal

Located in Newark, Delaware, a pleasant college town o

26,000 residents, the main campus is conveniently situated 15 miles from Wilmington, and hallway between New York City and Washington, D.C. There are additional instructional locations and lacilities throughout the state of Delaware.

The current annual budget for the University exceeds \$300 million. The endowment was valued at \$390 million for the 1991 NACUBO Survey and was ranked thirty-first among all U.S. institutions of higher education and lifth among public assisted institutions. The Vice President for Development will provide leadership to the Office of Development and the Office of Alumni Relations.

A major responsibility will be to continue to enhance the University's recent successes in obtaining financial support from individuals, foundations, and corporations. Minimum qualifications include experience in development or a related field, an understanding of and a dedication to the University's leading and a conscipational skills.

mission, and strong communication and organizational skills.

#### **VICE PRESIDENT FOR** ACADEMIC AFFAIRS/DEAN OF FACULTY

The Position: The Vice President for Academic Affairs is Chief Academic Officer of the College and Dean of Faculty and reports directly to the Cancer or me College and Dean of receive and exports allevily to the headent. Height supervises all academic administrators (the Dean of the Undergraduate College, the Dean for Graduate and Continuing Education, the Registrar, the Directors of the Ubrary and Media Center, the Academic Coordinator of Computing, and the Department chairs) and makes recommendations to the President in all matters concerning the oppositional of the instructional staff. He/she is responsible for providing academic leadership to the faculty, encouraging faculty development, and generally promoting excellence in teaching.

**Qualifications:** An earned doctorate is required as are teaching and administrative experience. Condidates should be able to show a record of scholarly achievement and teaching success as well as an understanding and appreciation of Catholic higher education. Direct experience with Catholic higher education will be tavorably regarded

experience with Cotholic higher education will be tavorably regarded.

The Gollege: Assumption College, founded in 1904 and sponsored by the Augustinions at the Assumption since that time, is an independent, coeducational, Cotholic liberal arts college, with 1750 undergraduate students, 600 graduate students, 900 continuing education students, ond a full-time faculty of 115. The undergraduate college offers 23 majors in liberal arts and pre-professional programs. Graduate degrees are offered in five areas, with 12 majors and a variety of degrees and certificate programs available in Continuing Education. The Campus is tocated on a beautiful 150 acre campus in the residential Wedwood Hitls section of Worcester. The city, the second largest in New England and located approximately one hour west of Boston, boots a consortium of ten colleges and universities, an outstanding at museum and civic center, a science museum, and many other attactions.

Applications Tenenetures Challege data for applications to the colleges and consortium of the colleges and universities, an outstanding at museum and evide center, a science museum, and many other attactions.

Application Precedure: Closing date for applications is June 30, 1992. Slorling date is negotiable. Satary is commensurate with experience and qualifications, and includes excellent tringe benefits. Applications should include a personal letter of interest, a current fitting to a finite structure. Apparations should include a personal letter of interest, a Guinari returne, an official transcript, and the names, addresses and felephone numbers of at least three professional references. Correspondence should be addressed to: Rev. John L. Franck, A.A., Vice President for Student Attairs Chair, Search Committee, Assumption College, 500 Salisbury Street, Worcester, MA 01615-0005. Assumption College is an equal opportunity employer.



ASSUMPTION COLLEGE

of individual and cultural diversity. Intellicitud independence, leadership, and co-portative Bring. Join us in this great chal-inget Send returns and letter of internal culture in the culture remission. Furnished apartment of \$2500 minimum stipend, Send resurge bo with amens of three references by May 15 1992 to: Pan Nessle Curits. It is the state of the s

leddence tite: Assistant Coordinator of Oreak Affairs, Central Missouri State University of Provides advisement and manages at previation various advisement and manages at previation of the state of t

# **ALBANY LAW SCHOOL**

#### **VICE PRESIDENT** INSTITUTIONAL ADVANCEMENT

Albany Law School, one of the oldest law schools in the U.S., is looking for one of the most dynamic persons in development (or related field) to take over the office of institutional Advancement. We're looking for a person who's not afraid of setting, and achieving, high goals. We want a person of vision who's also skilled in management. While overseeing a staff of eight persons, you'll be ultimately accountable for development, alumnize affairs, obtaining grants and the necessary communications for those areas. You will report directly to the president. Fund-raising ability is crucial. Your knowledge of assessing needs and priorities, identifying prospects, developing relationships, streamlining operations, and managing a multi-dimensional office are all part of the expectations. You will be responsible for guiding individual planned and annual giving, develop corporate partnerships, refining and expending alumni/se affairs, expanding the fund-raising capabilities, and motivating an office of dedicated professionals and volunteers.

Review of applications will begin immediately and continue until the Vice President is selected. The tentutive start date is August 1, 1992. Please send your cover letter, résumé, and three letters of reference in confidence to:

Ms. Merilee Marsh Assistant to the Dean Albany Law School 80 New Scotland Avenue Albany, New York 12208-3494 Albany Law School is strongly committed to being an affirmative action, equal opportunity employer.

1991 (One-year position). ABD considered, Ph.D. In hand resferred; must be able to teach inneteenth and twenteth-contury Russian literature in urandation and interpretate Russian; language; fluency in Russian and English required; evidence of teaching experience and scholarship important; starting September 1992; send kiter, curriculum vilae and two references to Stephen Hutchings, Department of Fortiga Missouri-Kansas City, 5100 Rockhill Road, Kansas City, Missouri 6410-2499. Review of applications will begin Mey J, 1992, and will continue until the position is filled. The University of Missouri-Kansas City is an equal opportunity employer which encour-equal opportunity employer which encour-

mation School of Education, of Missouri-Rassa City. The duration for a statistic profession and graduate courses in attention and adviring student scachers, which are considered to the contraction of the contract of the course Science Educationi School of Education, University of Missouri-Kansas City. The School of Education seeks applicants for a nine-month tenure-track, assistant profeseorship in Science Education. Mayor responsibilities include teachings secondary science student teachings secondary science student teaching, and adviss undersreduate and graduate students. The candidate will be espected to conduct research, serve on graduate sudent committees, and work with echool districts and teachers to enhance science adiarricts and teachers to enhance science adirictles and teachers to enhance science adirictles and teachers are enhanced accorded with emphasis in science education, simificant emphasis in science education, simificant dense of potential to publish research and engage in scholarly work in science education. Applicants should send a letter of application, vita, names and addresses of three references, and official transcripts to: Screecina Committee for Science Education, School of Education, University of

The successful candidate will have an outstanding record of achievement and demonstrated leadership ability. The search committee will begin screening applications on June 1, 1992. Applicants must include a current resume, a one-page cover letter, and the names, addresses, and telephone numbers of at least three references. Nominations and resumes shall be submitted to: Mr. Ronald Whittington, Office of the President, UNIVERSITY OF DELAWARE, Newark, DE 19716. The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer which encourages applications from qualified Minority Group Members and Women.

WIVERSITY OF ELAWARE

#### ASSISTANT CHANCELLOR FOR ADMINISTRATION AND FISCAL AFFAIRS

#### University of Wisconsin-Parkside

The University of Wisconsin-Parkside, a member of the distinguished University of Wisconsin System, seeks nominations and applications for Assistant Chancellor for Administration and Fiscal Affairs. The University's modern and award winning campus is located on 700 acres of woodland and prairie in the heart of the Milwaukes/Chicago corridor of southeast Wisconsin, between Racine and Kenosha, near Lake Michigan. The University enrolls 5,300 students and grants bachelor's and selected master's degrees. Its fundamental commitment is to the metropolitan area it serves and it seeks to implement that commitment though programs and services of regional and national distinction.

The Assistant Chancellor for Administration and Fiscal Affairs is the University's chief administrative and fiscal afficer reporting directly to the Chancellor. He/She is responsible for business services, budget development and implementation, the maintenance of twenty two buildings and 700 acres of grounds, the oversight of University personnel and administrative support functions, and the supervision of campus police. The Assistant Chancellor supervises a staff of ninety professional and civil service employees and manages an operating budget of more than \$2,800,000. The total budget for the University is in excess of \$32 million.

- in excess of \$32 million.

  Requirements for the position:

   Master's degree in business, finance, engineering or other appropriate field preferred.

   A minimum of ten years' experience in increasingly responsible positions in administrative and/or fiscal offairs at a college or university or in a comparable organization.

   Excellent oral and written communication skills.

   Demonstrated record of support for cultural diversity and equal opportunity

opportunity

Honesty, integrity and a senso of humor,

- Responsibilities of the position:

  Experience in working with represented and non-represented stati and the ability to train, supervise and motivate a diverse
- work force.

  Ability to direct and oversee the operations of an extensive physi-
- cal plant.

  Knowledge of Federal mandates which impact the operations of large organizations, such as the Americans with Disabilities Act and the Clean Air Act.

  Ability to aversee the implementation of policies and procedures in conformity with Federal, State and System rules and requirements.
- ments.

  Proven ability to work within the collegial environment of the Chancellors' cabinet and to work within the context of shared
- Commitment to the implementation of a program of Total Quality

The salary is competitive and commensurate with qualifications and experience. The appointment will begin September 1, 1992, or as soon as possible thereafter. Nominations, or a letter of application with a resume and the names, addresses and telephone numbers of at least three references should be received by May 15, 1992, and sent to:

Dr. G. Gary Grace. Chairperson
Assistant Chanceller Search and Screen Committee
University of Wisconsin-Parketde
900 Wood Road—Box 2000
Kenosha, WI 53141

The University of Wisconsin System is required to release, within two days of a request after the decaline for receipt of nominations and applications, a combined list of all nominees and applicants without

The University of Wisconsin-Parkside is an equal opportunity , at-firmative action employer, functioning under an affirmative action plan. Women and referribles are encouraged to apply.



#### VICE PRESIDENT FOR INSTRUCTION

A rural community college of approximately 1500 FTEs serving Southwest Washington seeks an outstanding educator and leader. The new vice president will replace a person retiring after 30 years of service to the college and will be expected to have excellent teaching and administrative experience. For information contact Lucy Fitdell, Grays Harbor College, 1620 Edward P. Smith Drive, Aberdeen, WA 98520; 206-532-9020, ext. 217. EOE.

Sociology: Sabbatical replacement, start Soptomber 16, 192. ABD in sociology and one year's teaching experience (graduate legiching experience acceptable). Ph.D. Traferred. Dutties include teaching undertarduste courses in seader, prejudice and stratification; research and service. Send letter of application, curriculum vitea.

sociology: Western New England College is seekins a sociologist for a one-to three-year non-tenure position at the rank of analysis and college is seekins a sociologist for a one-to three-year non-tenure position at the rank of analysis and competent to teach introduction to Sociology as well as some of the following: ropolation, deviance, utbanization, and criminal justice. The teaching load is 12 hours per tenester, and the candidates should be committed to undergraduate teaching. The Ph.D. must be competed at the time of appointment, the salary is competitive, and the closing date is May 8, 1992. Sociology is part of the Human Studies Department which also includes psychology, education, social work, and criminal justice. Send letter, clearly salary interests and souls, curriculum visions and names of three references with phone numbers to Burton F. Porter, Dean, School of Arts and Scionces, Western New

tenure-trace, position beginning Rad, 1992. Teach four undergraduale chasts per samaster, including two introductory acciology, one unthropology, and one upper-level sociology course. Pa.D. in Sociology and some teaching outer-level preferred. Application deadling lune S. Send resumé and references to Dr. Justin Fuller, Chair, Department of Behavioral and Social Sciences, Station 6180, University of Mostervallo, Montevallo, Alobama 35115. UM Is an Allumativa Action, Equal Opportunity Employer, Women and minorities encouraged to arriby.

Sociology Gripneli College Deparation

Sociology Grinnell College, Department of Sociology Invites applications for possible one-year position to beam August, 1992. Assistant Professor (Fh. D.) preferred, Instructor (ABD) or Associate Professor possible. Two-sensetter load includes five courses, two of which will be introductory sociology. Other fields onen. To be assured of consideration, send curriculum viace, transcripts, description of teaching/research interests, sample course syllab, and three letters of recommendation by May 20 to Kent McClelland, Chair, Department of Sociology, Grinnell College, Grinnell, Jowa 50112. Grinnell is an equal opportunity, af-

Search Reopened for the

#### **VICE PRESIDENT AND DEAN OF INSTRUCTION**

#### at Northern Maine Technical College

The college has a credit enrollment of approximately 1, 300 students, 850 FTE, and offers programs leading to the associate of applied science degree, diploma, and certificate credentials. Special courses and seminars for business and industry are also provided. NMTC is one of six coffeges governed by the Maine Technical College System Board of Trustees.

The vice president and dean of instruction is the chief academic officer, reports directly to the president, and serves as the acting president in the absence of the president.

absence of the president.

Responsibilities include providing leadership to foster learnwork and to coordinate the development, implementation, evaluation, and the improvement of the curricula; supporting, assisting, and directing as necessary the outreach effort of the continuing education division; overseeing the development, evaluation, and supervision and recommendation of faculty and other academic personnel; guiding the development, adoption, and administration of academic policies and procedures; recommending and administering the annual instructional budget; and developing and administering grants. The variable president assists the president in the administration of all college operations and in building and maintaining positive and dynamic relations with the faculty and staff, with business and industry and community organizations, with other educational institutions, and with private and public agencies.

agencies.

Minimum credentials and qualifications include a master's degree preferably in business, engineering, science, or vocational technical higher education. The doctorate credential is preferred. Candidates must have eight years of successful academic and administrative experience as a department chair or dean at an institution similar in mission and demonstrate professional activity in national professional associations and/or societies. Five years of administrative and three years' business and/or industry experience are highly desirable. The successful candidate will provide evidence of academic vision; an understanding of current issues in postsecondary technical education; the ability to plan, conceptualize, implement, and achieve the vision, goafs, and objectives for the college; and the ability to be decisive and to foster excellent communications and human relations.

Screening of annicatic will begin by May 6, 1992, and continue until the

Screening of applicants will begin by May 6, 1992, and continue until the position is tilled. The antiripated starting date is on or before August 1, 1992. Send letter of application, résumé, and names of three references to

President's Office Northern Maine Technical College 33 Edgemont Drive Preseque Isle, ME 04769

Women and minorities are encouraged to apply. NMTC is an Equal Opportunity, Affirmative Action, Title IX and Section 504 Employer.

#### VICE PRESIDENT STUDENT SERVICES Foothill Community College

Foothill Community College, located in the San Francisco Bay Area, is now accepting applications for the position of Vice President, Student Services. This position provides strong leadership, vision, and direction for student services programs and redirection of existing programs.

tervices programs and recrection of existing programs.

The successful candidate will possess an earned Doctorate and have a minimum of three years administrative experience in an institution of higher education. Candidate's experience should include planning, administering, implementing, and evaluating student services programs, domonstrated success in shared governance, managing and administering complex budgets and categorical funds, and successful experience in a multi-attract environment.

Salary range will be \$80,254.80-\$81,976.08 annually plus benefits.

on and complete job description may be obtained from: Employment Services
Footbill-DeAnza Community College District
12345 El Monte Road
Los Altos Hills, CA 94022
(415) 949-6217

A résumé or vite may not be substituted for a completed application. Position is "Open Until Filled". Second review date will be May 15, 1992, AA/EOE

firmative action employer and especially seeks women and minority candidates. seeks women and minority cardidates.

Sociology/Anthropology: Kalamazoo College seeks a sociologist (or anthropologist) for a one-year colocogist (or anthropologist) for a one-year replacement position beginning Fail 1992. Teaching must include Qualinative Methods; The Family: and Wumen in Cross-Cultural Perspectives. Additional preferred areas include social problems, geroniology, and welfare institutions, but course in other areas may be acceptable. Teaching load is two courses in each of the winter, spring, and summer quarters. Qualifications: Ph. D. in sociology or anthropology: preferred: ABD considered; some teaching experience. Kalama-zoo Collega is a selective liberal arts college which place a premium on teaching accellence. Send curriculum vitae, transactipits (unofficial acceptable), sistement of teaching philosophy and goals, and three letters of recommendation to Dr. Marigene Arnold, Department of Sociology and Anthropology. Kellamazoo College. 1200 Academy Street, Kalamazoo, Michigan 49006. Review of applications will besin May 15, 1992, and continue until position is silled. AAAEOE. Kalamazoo College.

to apply.

Spanish: Lecturer in Spanish, 40 hours/
week, San-Son. Salary \$25,750/year.
Teach Spanish hanguage and aspects of Hispeak culture to undergraduates in a proficiency-based intensive language program.
Organize the curriculum, develop teaching
materials, and supervise teaching easistants. Applicants must have a Ph.D. in
Spanish Language and layer a Ph.D. in
Spanish Language and layer a Ph.D. in
Spanish Language and sulters and two
years' related experience as a GSTA. Other
special requirements include: in lieu of
Ph.D. may have (Ph.D. candides); extenitve graduate work in education, with emphasis on the teaching to languages, Spanish in particular. Must have extensive experience teaching language and culture, dealguing proficiency-based courses at the
first, second, and more advanced lavels.
Must have graduate course work in Hispante inequage, iliquistics, literature, and culture as well as language redageny. Hispanter in the profice of requirements to 7310 Woodward Avenue, Room 415, Detroit, Michigan 48202. Reference Number 24792.

Spanish: Instructor/Assistant Professor.
Full-lime replacement rosition for Fall Semester 1992 only to teach Spanish language courses. Doctorate preferred. Sond full dossier, including official transcriots and letters of recommendation to Kim Armet atrong, Department of Spanish and Portuguese, Franklin and Marshall College, Lancaster, Pennsylvania 17604-3003.

Spanish: Southeastern Louislana University seeks applicants for the position of Assistant Professor of Spanish (tenure-track), Ph.D. or ABD generalist with concentration in linguistics, culture, or literature before 1850 preferred. Experience in language laboratory management or computer-assisted instruction years, as another in the contract of the computer of the computer of the contract of the

Special Education: Grand Canyon University, a growing Bapdai university of 1800 students, seeks an Assistant or Associate Professor. Tenure-track. Earned doctorate with an emphasis in learning disabilities and/or emotional landicaps and five years K-12 special education experience. Re-

Camerback Road, Phoents, camera appear
Position dependent upon budget appear
special Education; Manufield University conducting a search for all the terrently conducting a search for all the courses in Education; and the course in Education, positions and pattern and incomparations and pattern and incomparations and pattern and incomparations; and order and suddens and order and undergraduate students. As assist doctorate and 3 years consequence in curriculum devicement and incomparation of search and incomparation of all candens's position of transcripts of all candens's position of the search of the sea

Cabrillo College

Santa Cruz County, California

The Cabrillo Community College District Governing Board invites applications for the position of:

#### Vice President/ **Assistant Superintendent**

Commanding a sweeping view of Monterey Bar on the California Central Coast, Cabrillo College Is a comprehensive two-year community college. The instructional program reflects co-equal priorities: academic preparation for transfer and career training in more than 20 technical disciplines. The college also offers continuing education, is a partner in local economic development, and serves as a cultural center for its community. Credit enrollment is about 14,500.

The Vice President/Assistant Superintendent provides administration and leadership for the instructional program. The successful candidate will

- · Commitment to the mission of a comprehensive community college
- Competence in instructional and facilities planning, fiscal and program management, contract administration, and other administrative
- Dedication to academic excellence, expertise in the teaching and learning process, and ability to promote instructional innovation
- Effectiveness as a leader and communicator

Application Deadline: 5 p.m., Tue., May 26, 1992 Forward inquiries and requests for materials which fully describe the position, qualifications, and process to:

Secretary to the Governing Board Cabrillo College 6500 Soquel Drive, Aptos, CA 95003 408-479-6302

An Equal Opportunity/Affirmative Action Employer

#### **OUR LADY OF THE LAKE UNIVERSITY** Vice President and Dean of Student Life

The Vice President and Dean of Student Life is the chief student afairs atmixed teparts to the Lace utive Vice President, and serves on the President's Court By executive level administrator provides feathership and supervision to be heart ofers ments in the devision of student hig. Compus articules and the University Welfared Activities Center, student organizations and student publications, student heart of welfares services, a ampais monstry, residence life, recreational sports, Center to list on, career services, and counseling services.

on, career services, and counseling services.

Desired quality attorns are a Master's degree in student personnel, educational admission, counseling or related field required the furnite preferred; minimum eight in tion, counseling or related field required the furnite preferred; minimum eight in experience on progressively responsible positions in student affairs, preferably in a defending the defending of the field Salary is competitive and commensurate with qualifications. The postion is easier July 1, 1992.

Review of applications begins May 15, 1992, and continues until position is filled Send a vita including references, letter of application, and a personal statem of student development in a Catholic university in the 1990's to:

Dr Sandra Musgrove, Chair Search Committee for Vice President and Dean of Student Life Chir Lady of the Lake University 411 S.W. 24th Street San Antonio, 18 78207-4666

OLLU seeks employees who understand and are committed to the values of Catholic higher education

ucation. Major responsibilities include aponsibilities include teaching grade level courses, scholarly re-

rate with qualifications. Appointment besits August, 1992. Applications will be secletter of application, official imageritys.
Letter of application, official imageritys.
Three references to Dr. James F. Orines,
Department of Foreign Languages, P. O.
Box 719. S.L.U. Hammond, Louisians
Toliuz.

Spanish/French: Instructor or Assistant
Toliuz.

Spanish/French: Instructor or Assistant
Toliuz.

Spanish/French: Instructor or Assistant
Toliuz or applied behavior analysis preferred. Position requires earned doctorate
in the areas of emphasis held at time of
application; evidence of nationally recognized scholarship; excellence in teaching
and community services, and a minimum of
the reverse and a minimum of the eyers' teaching in behavior disorders
in public schools. Tenure-trark position
and another Church and Seeks a person with a
bigust education as assert will continue until
and 3 references to December of the continue and th

THE FORT VALLEY STATE COLLEGE FORT VALLEY, GEORGIA 31030

POSITION: Vice President for Academic Affairs

Fort Valley State College Invites applications and nominations for the position of Vice President for Academic Affairs. The College, founded in 1895, is a unit of the Vice President for Academic Affairs. The College, founded in 1895, is a unit of the University System of Georgia and is located in Fort Valley, Georgia, it is a land-University System of Georgia and is located in Fort Valley, Georgia, it is a land-University of the College is organized around three schools—Arts and Sciences; Education, Graduate, and Special Academic Programs, and Agriculture, Home Economics and Allied Programs. Approximately 145 full-time faculty persons are employed at this institution and approximately 2200 students are enrolled.

POSITION DESCRIPTION: The Vice President for Academic Affairs is the clue academic officer and reports directly to the President. This officer supervises and evaluates all phases of the academic program including curriculum and faculty. Other areas of responsibility include oversight of the C. W. Pettigrew Farm and Community Life Center, Library, Testing Center, offices of Admissions, Academic Records, and Continuing Education.

ObiALIFICATIONS: The successful candidate will be one who has:

QUALIFICATIONS: The successful candidate will be one who has:

An earned Doctorals
 Significant administrative experience at the Collegiate Level
 Excellent reputation in teaching and research
 Demonstrated evidence of scholarly production and success in securing

grants for development and/or research.

Signates for development and/or research.

Signatenes in working with diverse student populations and multicultural aculty persons. Demonstrated evidence of an understanding and commitment to faculty

development.

• Demonstrated ability to effectively communicate with various publics, and e Successful experience in providing vigorous, fair and innovative leadership.

MAJOR RESPONSIBILITIES:

MAJOR RESPONDED LITES:

Assume responsibility for orienting new faculty persons and supervision of total tauth, recommend faculty for employment, promotion, and tenure, evaluate the curicula and suggest changes for enhancing ecademic programs as appropriate, promote research, prepare instructional cost analyses and make budgetary decisors relative thereto, foster and supervise faculty development activities, provide leadership and supervision over the college's three schools and other assigned support units, and articulate the goals and objectives of the college.

SALARY: Competitive and commensurate with qualifications EFFECTIVE DATE OF APPOINTMENT: August 1, 1992 APPLICATION DEADLINE: May 22, 1992 APPLICATION PROCEDURE:

1. Letter of Application to include a list of references; Full curriculum vitae; Transcripts from schools attended and; Three current letters of reference forwarded to

Dr. Charles Dallis, Chairperson
Vice President for Academic Affairs
Selection Committee
P. O. Box 4175 Fort Valley State College Fort Valley, Georgia 31030-3298

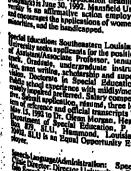


#### PRESIDENT

The Board of Truslees of Duke University invites nominations and applications for President. Screening of candidates will begin on June 1 and will continue until an appointment is made. Please send nominations or expressions of interest to: John W. Chandler, Chairman, Presidential Search Committee, P.O. Box 22079, Duke Station, Durham, NC 27708.



Buke University



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#### **ADMINISTRATION & FINANCE** Arkansas Tech University

Arkansas Tech University is a state-supported institution located between Fort Smith and Little Rock in Western Arkansas, with approximately 4,200 stu-dents

#### **VICE PRESIDENT FOR ADMINISTRATION** AND FINANCE

Reports directly to President; supervises financial planning, preparation of financial reports, budget development and control, computer services, purchasing and inventory control, maintenance and operation of buildings and grounds, development and administration of personnel policies, payroll, state appropriations, and auxiliant services. appropriations, and auxiliary services

appropriations, and auxiliary services.

Qualifications: Bachelor's degree in accounting or business administration and professional certification in public accounting required with preference given to an advanced degree; five or more years of increasingly responsible work in the area of administration and finance in public higher education required with demonstrated ability to deal effectively with superiors, peers, supportingly, and the public.

#### Salary Range: \$60,000-\$65,000 or negotiable per qualifications. **BUSINESS MANAGER**

Reports directly to Vice President for Administration and Finance, involved with supervision of auxiliary enterprises, accounting, student accounts, and other duties assigned in the fiscal affairs area.

Qualifications: Bachelor's degree in accounting or business required; advanced degree and professional certification in public accounting preferred; minimum of five years' experience in a public college or university business office operation and demonstrated effective communication skills and excellent interpersonal skills required; experience with computerized financial data management systems in a public higher education environment required. Salary Range: \$40,000-\$45,000 or negotiable per qualifications

Application Process: Letters of application, personal vita, and contact information for three references may be submitted to Mr. Fred Clayton, Director of Personnel, Arkansas Tech University, Russellville, AR 72801-2222, through May 29, 1992, or until filled. AA/EOE/M-F.

Revised

DIRECTOR, CORPORATE AND FOUNDATION RELATIONS

ASSISTANT PROVOST FOR RESEARCH & DEVELOPMENT

UNIVERSITY OF VIRGINIA The University of Virginia is seeking applications for the position of Director of Corporate and Foundation Relations and Assistant Provost for Research and Development. Under the direction of the Associate Vice President for University Development and the Vice Provost for Research, this senior level position in the University Development Office will direct, promote, and develop corporate and private foundation support of the University of Virginia's academic priorities. The position's responsibilities will include actively developing formal cooperative university relationships between business, industry and government, acting as italian with private foundations, and organizing volunteers in support of the University's corporate and foundation fund-raising strategies.

of the University's corporate and foundation fund-taising strategies. This administrative faculty position requires a master's degree or equivalent experience and a minimum of three years' experience in corporate and foundation fund missing at an institution of higher education. Candidates should have experience in managing a staff of other professionals, as well as experience in or an aptitude for coordinating corporate and foundation fund-raising activities of development colleagues in a decentralized environment. This position will require frequent travel on behalf of the University. Salary will be commensurate with experience. Applications would be appreciated by May 8, 1992 but will be accepted until the position is filled. A letter of application and resume should be



Charles B. Fitzgerald
Associate Vice President for Development
University Development Office
Post Office Box 9013
Charlotteaville, Virginia 22906-9013

The University of Virginia is an Equal Opportunity, Affirmative Action Employer.
Wamen and minorities are encouraged to apply.

U.C.A. Departments of Nursina, Physical Therapy, Occupational Thorppy and Counteling to increase opportunities for interdisciplinary experience in workins with severely disabled adults. Send a letter of application, current resume, the sames and addresses of three references, and a transcript to Robert Logan, Ph.D., Department of Speech-Language Pathology, University of Central Arkansas, Conway, Arkansas 72035. Deadline May 13, 1992. U.C.A. is an equal opportunity employer.

Student Activities: Director of Student Activities at Catholic, coeducational university cancillus 3000 areadate and undergraduate available of the control of the student of the control of the student of the properties of the student of the stude

equal opportunity employer.

Student Activities Director of Student Activities at Catholic, opeducational university earolling 3000 araduste and undergraduate students. Responsible for insuring a lively, creative program of campus social and educational activities. Good administrative, supervisory, budseting and writing skills. Master's degree and knowledge of student development. Five year's experience in Student Services, at least three of which are in Student Activities. Startias date: July 1. Send résumé, names and telephone numbers of three references to Marymount University, Personael Office, 2017 North Glebe Road, Arlington, Viraleta 2207. EOS.

ymoun diversity. A vington. Virginia 2207. EOB.

Student Affairst Valdouts State College is seeking applicants for the 12-month position of Panhellenie Advisori/Orientalion Coordinator. Responsibilities include coordination of all aspects of Greek life for so-to-flucts and all orientation programs. Muster's degree in Student Personnel or related fields and two to three years' experience proferred. Scalary commensurate with education and experiences. Send resume, letter of application and three letters of eference by May 21, 1992 to Kenneth U. Ferrell, Vice President for Student Affairs, Valdous is State College. Powell Hall Bast, Valdous In Coorgia 31698. Position available July 1, 1992. EOBM/S.

Student Ufer Assistant Deas of Student Life for Judicial Programs, Arizona State University seeks an individual to administer and supervise the campus student judicial system per the ABOR Code of Conduct, Active involvement in Cultural Diversity Programmings. Addresses student conduct issues of ethics and morality through programming involving faculty and



#### **PROVOST**

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional institution fully accredited with the North Central. Association of Colleges and Schools and the only senior institution, serving the southeastern quadrant of Missouri. The University campue consists of 780 series situated on a hill overlooking the city of Cape Girardeau and the Mississippi River. During the 1991 fall semester, 8,800 students were enrolled in programs leading to associate, bachelor's, master's, and specialist degrees. A newly revised general education program has received national recognition, and the teacher education program was recently identified as a model in Tasch America, an AASCU program for improving teacher education, for innovative curriquier development. The University emphasizes excellence throughout the academic division.

THE POSITION: The Provost is the chief scademic officer of the University. As the President's first delegate, the Provost has primary responsibility for the overall administration of the scademic programs and is charged with promoting academic excellence smong the faculty and maintaining excellence within the academic programs of the University, Mejor responsibilities of the Provost include developing and occidinating University planning; coordinating faculty recruitment, development, and ampleyment activities; providing leadership in program review and development; enhancing the academic/cultural environment; and atmusting research, scholarly activity, and creative endeavor. The Academic Division is composed of thirty-six academic departments in five colleges (Business Administration, Education, Health & Human Services, Liberal Arts, and Science & Technology), as well as the School of University Studies, the School of Graduate Studies & Extended Learning, and Kant Library. Currently, Intercollegiate Athietics reports to the Provost. This reporting channel will be reviewed during the selection process.

QUALIFICATIONS: Candidates for the position must hold an esmed doctorate from an accredited university; demonstrate a successful record of achievement in teaching and scholarly activity; and demonstrate successful experience as an academic administrator at a comprehensive university. All cendidates will be judged on suidence of effective scademic leadership within the context of a decentralized mode of collegial decision making and demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning, evaluation, and resource allocation, and must be effective as a campus epokesperson, it is essential that the candidate be committed to academic excellence as well as the University goal of increasing its ethnic, cultural, and international diversity.

SALARY AND BENEFITS are competitive and commensurate with

POSITION will be vecent July 1, 1992, and will be filled as soon as

later than June 15, 1892, to the address listed below APPLICATION PROCEDURE: Review of materials will begin on June 15, 1882, and continue until the position is filled. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vitae, and the names, addresses, and phone numbers of five references to: Kala M. Stroup, President; Southeast Missouri State University; One University Plaza; Capa Cirardesu, MO 63701.

Southeast Missouri State University is an Affirmative Action/Equal Opportunity Employer and encourages nominations and applications of woman and minorities.

# CITY COLLEGE OF SAN FRANCISCO

CCSF, with over 84,000 students, is seeking administrative applicants for the following positions: Vice Chancellor of Research, Planning and Development; Dean of Vocational Education; Dean and Associate Dean of Student Services. Deadline: May 8, 1992. For more information and application forms contact:

Personnel Services City College of San Francisco 33 Gough Street San Francisco, CA 94103 Tel: (415) 241-2246 FAX: (415) 241-2385

An Affirmative Action, EEO Employer.

students. Serves as itaison with Cultural Diversity Programmins. Provides leader-ship for programs and services which relate to conduct responsibilities and quality of student life. Supervises the development and dissemination of Student Life policies and procedures. Minimum quelifications for this position include a Mandar's Pearce as Student Development, Student Personal, Higher Education Administration, or a raisted field, and 5 years' administrative asperience in Student Advisor and dead and 5 years' administrative asperience in Student Advisor and candidage must possess knowledge and experilise in attacest conduct programs and the process, and a demonstrated evidence of sensitivity and understanding of cultural diversity and attack differences. Candidate must possess knowledge of student process, and these process, and the conduct programs and constituted in the conduction of sensitivity and understanding of cultural diversity and attack differences. Candidate must possess the conductive process, and the conductive process and

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**PRESIDENT** 

#### NEOSHO COUNTY COMMUNITY COLLEGE Chanute, Kansas

Neosho County Community College is located in tural, Southeast Kansas in a town of 10,000 serving Neosho, Franklin, and Anderson Counties. The college has grown at an annual rate of 10% over the last flittee years. Future prospects for growth are excellent.

The President serves as the chief executive officer of the College, reporting directly to a locally elected Board of Trustees.

- Candidates for the President should possess, among other qualifications • A leader who will work with the Board of Trustees and the College community to provide an open and objective atmos-phere for policy making and participatory management.
- A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and organi-
- Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.
- Ability to provide a vision that looks to future opportunities and changes for the College.
- Experience and skills in budgeting, financial management, economic development, strategic planning and organizational de-
- · Experience in higher education administration. An earned doctoral is desired.

Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

Applicants for the position of President are requested to provide:

• A letter of application.
• A current résuiné or cutriculum vita.

Send to: Presidential Selection Committee
Dr. Richard Good, Chairman
Board of Trustees
Neosho County Community College
1000 South Allen

Chanute, Kansas 66720 Reviewing and screening of applications will begin on June 1, 1992. NCCC is an equal opportunity, affirmative action institution.

**EXECUTIVE DIRECTOR** 

**EDUCATIONAL OPPORTUNITY FUND** NJ Department of Higher Education

Under the general supervision of the Assistant Chancellor for Academic Affairs, and in accord with policies of the Board of Higher Education and the Board of Directors of the Educational Opportunity Fund Program, directs the statewide operation of the New Jersey Educational Opportunity Fund Program. The Director heads a central staff responsible for providing support to a public policy board, and is responsible for the overall administration of the program including budget development, advocacy for the program, campus relations, program accountability, research, and coordination with other student sld programs.

REQUIREMENTS: Master's degree required; doctorate preferred. Five years of professional experience in higher education administration, opportunity programs, educational policy analysis, planning and/or related areas.

SALARY RANGE: \$49,381-\$76,228 Résumés must be postmarked on or before May 15, 1992. Submit résumé to: Personnel Office-E0 #2

NJ DEPARTMENT OF HIGHER EDUCATION 20 West State St., CN 542, Trenton, NJ 08625

Affirmative Action, Equal Opportunity Employer

Student Unions Applications are currently beltus accepted for the position of Associate Director of the Campus Activities Center at The Wichita State University, a state-superted, urban, communer university located in the largest economic, cultural, and population genter of Kamas. The Campus Activities Center is a student union with 200,000 square feet and an anound budget of over 38 million. The associate director will have primary reponsibility for the areas of marketing, business affilies, and a large, multi-unit pod sarvice operation. However, the position also provides direction to all areas of the Center including a bookstore, terretation center received and operations, personnel, and student solivities. Freiz 8-19 years management experience including budget preparation, accounting, inventory control, cost analysis, marketing, business systems. Five years, experience at management level of a high volume food service operation of provides directly in 18th compatible computer of a high volume food service operation and proficiency with 18th compatible computer of a high response at management evel of a high volume food service operation and proficiency with 18th compatible computer of a high volume food service operation and proficiency with 18th compatible computer of the properties of the program and program in and catterporneurial capabilities are required. Location: Campus Center Advanced which lists such a section of resume which lists acting a profication or resume which lists acting the properties of the Officer of Sundam Profice of William study. 1975, In the Office of Villams and Mary Is an Equilon (Mary P. O. Box 8795. In the Office of William study. Villams Assistant or Associate Professor position beginning August 16, 1992. Responsibilities include teachings a graduate level course; in transportation, energy, and appropriate technology decreased by the profice of the profit of the pro

Theatru Theatru Director. Norfolk State University seeks for its neademic and non-seademic theatre program a theatre director with broad knowledge of theatrical styles, semes, techniques. Duties include teaching course in various aspects of theatre; planning, directing, producing, and adquinistering of annual seaton; budgeting and reporting for all activities, working closely with supporting grees and personnel to assure accountability; and working with various age groups. Qualifications: At

Rockford

#### **PRESIDENT**

The Board of Trustees invites nominations and applicated for the position of president of Rockford College, Rockfer II.. The position will be open in August 1992.

Rockford College is a private, independent coeducing college with a rich 145-year heritage of providing liberale. cation and career preparation supported by an honors progre and a chapter of Phi Beta Kappa. Rockford College also offer graduate degree programs in education and business admistration with opportunities to study abroad at both graduated undergraduate levels. Fall 1991 enrollment was approximate 700 full-time students, with a full-time equivalency of 97

Rockford is the second-largest city in Illinois, with a merpolitan population of approximately 250,000, located abon; miles northwest of Chicago's O'Hare Airport and 20 n.c. south of the Wisconsin border

Candidates will be expected to possess:

- Experience as a successful independent college presides with Ph.D. or equivalent.
- Thorough grounding in curricular, faculty and students Strategic planning experience and entrepreneural penge
- High energy and goal orientation.
- Strong fund-raising skills and achievement.
- Proven marketing and enrollment management open
- Strong team-building and communications skills. A participative management style.

The deadline for nominations and applications is May ? 1992. Brief letters of numination or interest, and all other correspondence, should be addressed to:

> Lawrence E. Gloyd, Chairman Presidential Search Committee Rockford College 5050 East State Street Rockford, IL 61108-2393

Rockford College is an equal opportunity employer.

#### **Executive Director's Position Doneison Christian Academy**

Nashville, Tennessee

Donelson Christian Academy (DCA), a twenty-two year old Christian shol of 750 students in grades K4 through twelve, is seeking to fill the posted Executive Director. DCA places high emphasis on Christian principle did challenging academic and sports programs, and also has an extended structure and an active parent-teacher organization. Students are enough to excel while developing to their potential in the college preparaty for gram. The Executive Director will report directly to the board of direction possess the ability to work cooperatively with the board of directors, parts. Students, lacuity, staff, and the community.

Amanage the school's administrative functions and implement, manual and enhance DCA's overall academic position and spiritual grant.

Nuture and enhance the Christian emphasis of the school.

Promote positive public relations and build an advocacy for Chief.

4. Take an active role in marketing and fund raising.

The ideal person over hours accepted to the community. Duties include:

The ideal person must have a master's degree and experience is retain. Qualified candidates should send a cover letter and resume to be a Baskin, in care of Doneison Christian Academy, 3151 Stafford the Nashville, TN 37214. Deadline for accepting resumes is May 15.

President

**EDUCOM** 

EDUCOM is a consortium of over 800 of the nation's leading colleges and universaties which was formed in 1984 to lead and support the higher education community in taking maximum advantage of information technology in cerrying out its mission. EDUCOM is a non-profit 501.c.3 corporation, employing 24 persons with an annual operating budget of about \$6.5 million. The office is located in Washington O.C.

PROCEDURE FOR CANDIDACY: Interested candidates should direct confidential inquires to EDUCOM's Consultant:

Dr. Ira W. Krinsky Post Office Box 83127 Pasadana, California 81103 ATTN: P/E

(Telephone: 818-568-3311 • FAX: 818-568-1656)

EDUCOM is an equal opportunity employer and encourages the appli-cations of women and minorities. The search will continue until an appointment is made. Screening begins immediately. The position is available on January 1, 1993.

**PRESIDENT** 

The Carnegle, a multi-institutional private and public art, science, performing arts and library complex in Pittsburgh. Pounded in 1895 by industrialist Andrew Carnegle, the facility includes five separate components whose Directors report to this position: The Carnegle Museum of Art, known for list triennial Carnegle International exhibitions of contemporary art. The Carnegle Museum of Natural History, the sixth largest museum of its kind in the country: The Carnegle Science Center, a state-of-the-art, interactive \$40 million facility which opened in October 1991; The Carnegle Library of Pittsburgh, the central city library which includes 20 branch locations; and the Carnegle Music Hall, a 2,000-seat performing arts hall. The institution is also responsible for the development of the Andy Warhol Museum, which will open in Pittsburgh in 1994. Since 1988, The Carnegle has raised \$125 million in a capital campaign.

The role of the President is to provide leadership for all divisions and to coordinate the overall fund raising, strategic planning, and fiscal management of the institution, which has annual expenditures of approximately \$50 million and a staff of 1,600 full- and part-time em-

Candidates should have a successful track record in fund raising, community and government relations, and long-range planning. They should be adept at working with a large Board and be able to effectively represent and involve the institution on a local, state, national, and international level. Applicants should have a strong scholarly background as well as considerable administrative experience. Applications should be submitted by June 30 to Chairman, Search Committee, The Carnegle, 4400 Forbes Avenue, Pittsburgh, PA 15213.

#### **Hudson County Community College**

PRESIDENT

The Board of Trustees of Hudson County Community College seeks an attraordinary educational leader interested in an opportunity to truly make a difference in an urban community college where the richness of diversity is taken for granted. The President is the chief executive officer and reports to the Board of Trustees.

officer and reports to the College is an open-access, urban community rounded in 1974, the College is an open-access, urban community college whose 2, 800-student enrollment is projected to grow to 7,000 by 1995. Dispersed throughout Hudson County in northern New Jersey, across the river from New York City, the College is planning new, more centralized facilities from which it will deliver university transfer. nore centralized lactifies from which it will deliver university transfer, ethicalvocational education, adult basic and high school equivalency education and non-credit continuing education programs to an innkally and internationally diverse population.

budget of about \$6.5 million. The office is located in Washington U.U.

QUALIFICATIONS: The ideal candidate for this position will be an experienced information technology executive who has served in senior laddership and management roles within institutions of scope, type and complexity suitable to demonstrate the capacity to manage EOUCOM. The new President will be able to formulate the vision, structure the organization, manage the enterprise, relate to all constituences, raise funds and be an effective spokesperson and advocate for information technology within the context of higher aducation. An advanced degree is highly desirable as is a publication presence in the field. the College seeks a visionary president to foster the orderly long-range development of the College. Integrity, decisiveness, and the ability to motivate and listen to others will be required attributes. in addition, the President of HCCC should possess the following char-

Ability to work collaboratively to analyze current academic offerings and lead a strategic planning effort to meet the changing needs of students, the workplace, and the com-

munity.

• Ability to quickly assess the current strengths and resources of the College and, based on realistic priorities and limetables, to deploy them effectively.

• Adept at identifying and developing funding sources to support desired programmatic results.

• Ability to construct a shared understanding with the Board of Trustees of the proper roles and responsibilities of each in the leadership and administration of the College.

• Experience relating positively with accrediting and licensing agencies.

ing agencles. Experience building an effective administrative team and confortable with collective bargaining in a collegiate sci-

bility to coordinate the consolidation and new construc-

ilon of facilities.

• Superior communication capable of projecting a new image of dynamic energy and achievement for the College. Coninations and applications should be sent to:

Joseph S. Sherman, Secretary to the Hudson County Community College Presidential Search Committee 500 Plaza Drive P. O. Box 3189 Secaucus, NJ 07096-3189

Applications should include a current résurné and a thoughtful letter discussing the candidate's qualifications. The Search Committee will begin reviewing applications on June 11, 1992. No candidate can be guaranteed full consideration if materials are received after that date.

tiudson County Community College is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

Dean and President



he Board of Trustees of the Episcopal Divinity School invites nomination ad applications for the educational and administrative head of the School

Working within a structure of collegial governance, the Dean and President is responsible for the overall administration of the School, represents the School's heritage, and insures planning and implementation of the School's mission. The Dean and President is accountable to the Board of Trustees.

As a leader in the Anglican and wider community of theological education, candidates must have enthusiasm for the School's vision and mission, superior leadership skills, excellent managerial abilities, proven effective-tes in fund raising, as well as interpersonal and educational sbilities to join in furthering a climate of educational, scademic, and spiritual growth. The Dean and President is the Ordinary of St. John's Memorial Chapel. Caddidates shall be ordained members of the Episcopal Church or other nember churches of the Anglican Communion. Preference will be given candidates with an earned doctorate, or graduate education and equivalent experience within theological education.

ment carries the rank of Pull Professor with tenure topossibility to teach occasionally in the area professed. The Deen and President, together with faculty, should be committed to working with a mage of students, particularly those preparing for ordination in the Episcopal Church, and be conversant with feminist liberation theology and the trical and global work of the church.

ations and names of promising candidates, with additional information and tocommendations where possible, should be sent to The Dean and President Search Committee, Episcopal Divinity School, 99 Bratile Street, Cambridge, MA 02138 and received by July 31, 1992. Materials will be treated confidentially.

Equal Opportunity/Affirmative Action employer.

kee in nodergraduate teaching, overall sidered Ph.D. or equivalent degree by Jan-double, billings, and good communications and the sidered Ph.D. or equivalent degree by Jan-ton billings, and good communications are 1993. Application deadling is May 15

# ■ 成果的现在形式自己的表面目的显示器或的现在分词或是正常的或的正常是可以可以因为 The Board of Trustees of EDUCOM announces the search for e President.

#### President

LABETTE COMMUNITY COLLEGE Parsons, Kansas

The Board of Trustees of Labette Community College invites applications and nonmatical mass for the position of President. The President is the chief executive officer and reports for a somewhat Board of Trustees. The (foard seeks an individual who is communed to the comprehensive community & college. CHALLENGES AND OPPORTUNITIES

In the next live to ten years, the new President will be expected to address several owners. including.

• External Relations

The new President will be expected to develop effective linkages and communications with the kanas. Legislature and the local fastasyers in insuce their communications support of Labore Community College. He set showed be expected to both dieselve contained factor relationships within the service area in increase the Community's absorbers and appreciation of Labette Community College and far lating new Community stores and appreciation of the technique of the College's sphere. The new President will be expected any and business maintain and collance Labette Community College's articulation eliants with second-any additional posterior and posterior maintain institutions.

ary and postecondary education institutions

Board Leadership and Development
The susmember Board of Tustees or an active, involved policy-exting both
President will be expected to assist the Board in further developing their shifts and
addition to lead the institution collaboratively, and craditing them to else twelve represent tablette Community College to the constrainties as well as to reflect the tops and
energing needs of the communities to bather Community College.

Internal Leadership

• Internal Leadership
The new Previous of Laborte Community College will be repected to provide kildership in developing a long-range planning structure for the College. He or do will need significant number who will called the conting docade. And, maily the good force previous detection the modern the agreement seed and sources, and sources, state aid and from provide domain.

PRETERRED QUALIFICATIONS Leading candidates for the position of President of Lakette Community College will have a record of accomplishment and experience in education with temmunity college.

 Leading candidates will be conmitted to empawering and leading officers through team building, consensus building and open committee times. In addition to the broad perspective and experiential background expected, the new President of Labette Community College will have the following qualities

A broad vision to deal with both internal and external growth.
 Proven administrative skills:

A proof vision to deal with note internal and eviental growth.

Priven administrative skills:

Demunistrated understanding of the teaching-foating process:

High ethical standards, upon, vigorous, and able to communicate enthusiastically the role of the college to all constituents;

Capable of developing alternative sources of revenue, including private support.

Demonstrated results in working with the dynamics of a multi-campus district:

Demonstrated skills in burget development and tinancial management:

Commilled to working effectively with all constituents including the Board of Trustees, faculty, staif, students, and the community:

Able to inspire trust and with a genuine love of service.

Demonstrated ability to plan, reach consensus, test new approaches and deal with failure as well as success;

Exposence and commitment to collective bargaining and shared governance within an academic setting:

Appreciative of the culture and environment of the rural Midwest; and

Application Process: Applicants should briefly who have

Annual Process: Applicants should briefly state in their lener of application how they would address the Challenges and Outportunities identified or how their background has now they meet the personal and professional Preferred Qualifications. In addition, applicants should submit a current resume and the names and business and home telephone faculty members from either their current or former institutions. No colleagues and two Nominations and applications with continue to former institutions.

Nominations and applications will continue to be received until the proteins in filled. However, since the Presidential Search Committee will begin reviewing applicants instrumentals in May, 1992, submissions are especially encouraged prior to that time. Nominations and applications should be submitted to:

and applications should be submitted to:

Persidential Search Committee Chair, Attentions Mrs. Jed Hillon (CHE),
Labelte Community College, 200 South Fourteenth, Parsons, Kassas 67 157.

All Inquiries, nominations and applications will be field in stitutes considence. Labelte Community College is an equal opportunity institution and does not discriminate on the basis of race, color, gender, religion, ego, national origin, dashility, or sexual orientation.

For additional Information, contact Wayne Newton, Search Consultant for the Association of Community College Trustees (ACCT). Telephone; 1319) 454-6111; fax (119) 454-0014.

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# **End Paper**

The People Who Made Hitler Possible



AM A SECOND GENERATION AMERICAN, an artist, and a Jew. I saw combat in World War II and knew first hand the evils of Nazism and the need to defeat its policies of world domination and genocide. For years I have struggled with the question of how I, as an artist, could deal visually with the atrocities of the Third Reich in a meaningful way. It was frustrating because I believe nothing could equal the truths of

documentary, still, and motion-picture photography that revealed the horror of the camps and victims. . . . In 1990, after extensive research on the Nazi era, "Perpetrators" began to take shape. Rather than depicting victims, I decided to portray the people who made Hitler possible. I began to focus mainly on a representative group of men

who helped Hitler to power and implemented his policies, These perpetrators came from every facet of life: law, education, the military, industry, finance, medicine, religion, science, journalism, and art. They were mainly men of position and education.

iographs, logether with biographical the drawn portraits, I satisfied the twin poles of my aesthetic and didactic interests: work that achieves a formal coherence and at the same time has educational impact.

It is my hope to provoke the audience to think critically about the present by remembering a past when a single tyrant was joined by a cadre of men in perpetrating evil across the world.

"The Perpetrators," an exhibition of 43 drawings and lithographs and a series of three-dimensional works by Sid Chafetz, emeritus professor of art at the Ohio State University, will be at the Upper Arlington Municipal Center, Columbus, through June 13.

The exhibition The exhibition, organized by the municipal center, will then travel to other places, including the Miami University Art Museum, Oxford, Ohio (March-May 1993). The less above is excerpted from the artist's statement for the exhibition.

elephone number of their Coneducation—the community computer network will probably have

The Cleveland Free-Net is an electronic system with data bases in more than 350 areas, including arts, education, government, health, law, and recreation. The system offers users electronic mail, discussion groups, and askmexpert services, as well as schedules of community events. directories, and the like.

#### Available 24 Hours a Day

Anyone with a computer and modem can gain access 24 hours a day without charge to any information or service on the network. For those who do not have computers at home, at school, or in their offccs, machines are available in the

The Cleveland Free-Net, the nation's first public computer system, has been operated by Case Western Reserve University since

"The university has teaching and research and community service as its missions," says Thomas M. Grundner, director of the university's community telecomputing laboratory, who developed the network. "One area where the university was remiss is community

"We took the information service we had and, instead of keeping it turned in on the university, hmed it out on the community.'

Case Western Reserve's succas with community computing prompted the university to start Medina County Free-Net, a rural tlension of the Cleveland system. Other institutions have develged similar systems. Youngstown State University started the ngstown Free-Net, Bradley Iniversity operates the Heartland free-Net, and the University of cinnati sponsors Tri-State On-

loday, says Mr. Grundner, inallons in 20 other communities the United States and abroad established committees to orlize networks. He expects 10 works to go on line this year. in 1989 Mr. Grundner estabed the National Public Teleiling Network to turn the inity networks into a nationllyslem. The non-profit organizawhich is not affiliated with Case Western Reserve, is modeled the National Public Radio and the ubile Broadcasting Service.

#### 'Humble Bulletin Board'

"We're at a point in this country where computer literacy is high caough and equipment is cheap abough that you are now starting to a demand for the development free public-access community Grandner, the president of NPTN. We want to give the community Cleveland Prec-Net dates to fall

# Free-Net Helps Case Western Fulfill Its Community-Service Mission

CLEVELAND 1984, when Mr. Grundner, who an interactive computer program campuswide information system Family Medicine, set up a comput- gram let Cleveland residents call in metropolitan area want from the free-Net. No er bulletin board to stay in touch by modem to the bulletin board and with the clinics around town where leave questions. These were anhis students were being trained. Citizens found the bulletin board and began posting messages.

"I had all these lay people crashing my humble bulletin board," Mr. Grundner says. "They saw physicians all over the place and started posting medical questions. Some physicians would see them and answer.

Mr. Grundner set up a more sophisticated bulletin board, which he called St. Silicon's Hospital and Information Dispensary, and wrote 48 lines and connected it to the munity who are prepared to con-

when residents of the Cleveland was working for the Department of called "Doc in the Box." The pro- and to the Internet, a global netswered within 24 hours by a boardcertified family physician.

"The system blew off the wall. calls," Mr. Grundner remembers. St. Silicon's became the Cleveland Free-Net in 1986. The system,

which soon had more than 7,000 users in the metropolitan area, handled between 500 and 600 calls a day on 10 telephone lines.

work of networks.

formation resource for northeastusers, about 3,000 of them univer-We were running back-to-back sity students. Its 88 telephone lines

#### Volunteer Help Is Important

Mr. Grundaer says the key to operating a successful community network is volunteer help. "Everything that appears on the computer Three years later, Case Western is there, because there are individ-Reserve expanded the Free-Net to uals or organizations in the com-

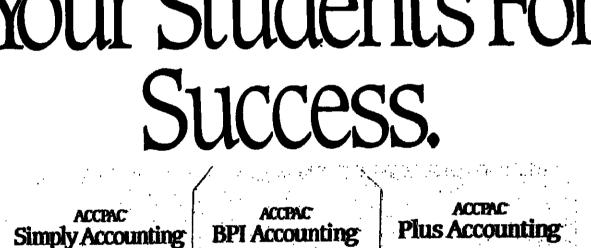
tribute their time, effort, and expertise to place it there and operate

The Cleveland network is run by about 300 volunteer systems operators, called "sysops," For the most part, they are professionals doctors, lawyers, and educatorsor hobbyists who are expert in some particular area.

Mr. Grunder says the Free-Net has introduced many people to telecommunications who would not otherwise have had an opportunity to get involved. "We draw as many users out of the demographically blue-collar areas of the city as we do out of the wealthier sections," he says. "If telecomputing is to succeed, you have to penetrate the blue-collar classes."

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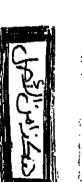
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President Bush's promise to lend \$25,000 to any American who wants to pursue higher education or job training may be good at only 50 colleges and trade schools.

The Administration has released few details about the proposal that Mr. Bush introduced this month on a visit to Pennsylvania. He said then that the loans would be made through the Student Loan Marketing Association and be repaid on an income-contingent basis.

An Education Department spokeswoman confirmed last week that the proposal calls for 50 institutions to participate in a 'demonstration program' at the start. She said additional details would be provided when the White House sends legislation to Congress

The size of the proposal was made public in a letter that Sen. Paul Simon, Democrat of Illinois, wrote to Education Secretary Lamar Alexander about the plan. Mr. Simon is a proponent of incomecontingent loans for all people, having sponsored such a plan as part of a tax bill in March despite opposition from the White

Mr. Simon told the Secretary that a program for 50 institutions would be too small. "Even with the prospect of expansion after two years, it starts out too small to be able to promise a universal program anytime in this century," he

Mr. Simon ended the letter by proposing a meeting between President Bush, Budget Director Richard G. Darman, and "some of us who have been proposing this idea over the past year.'

Tennessee lawmakers will soon consider legislation to award \$500 scholarships to women on welfare who volunte to be implanted with the contraceptive device Norplant and to men on Medicaid who agree to have vasectomies.

The bill's sponsor, Rep. Steve K. McDaniel, predicted it would pass. The measure originally would have given \$500 in cash to women who agreed to have the But House Speaker Pro Tempore

contraceptive inserted into their arm. Lois M. DeBerry criticized that version as racist, sexist, and 'another handout.'' She agreed to the plan when the House Health and Human Resources Committee amended the bill to include men and offered scholarships instead of cash.

Women and men can use the scholarship for any continuing or postsecondary education.

Although Mr. McDaniel admitted the amount of the scholarship was low, he said it could help aid recipients to begin preparing for the job market. "If the government should be involved in supporting these often unloved and unwanted children, then we should provide ways to help their parents pull themselves out of this unfortunate and terrible situation," he said.

# **Government & Politics**

# Does Education Act Offer an Undeserved Bonanza or a Disappointment to Middle-Class Families?

A classic debate rages; some observers warn that low-income families will be the losers

By THOMAS J. DeLOUGHRY

In their effort to reauthorize the Higher Education Act, members of Congress have been so eager to meet their middle-income constituents' demands for more student aid that some educators think low-income students could be hurt in the process.

Still others say supporters of the reauthorization bills exaggerate the amount of new aid that will be available to middleincome families under current budget con-

Supporters of the legislation argue that middle-income families are having trouble paying for college and that helping them will increase political support for student aid—support that will translate into larger appropriations benefiting the poor, as well.

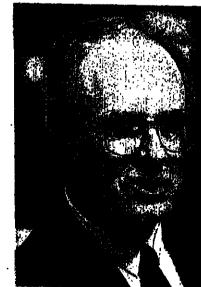
The House of Representatives' reauthorization bill promises to expand Pell Grant eligibility to families earning as much as \$49,000, from the current \$35,000. It also would provide loans to all students regardless of their income. And both the House and Senate bills would make more students eligible for all types of aid-or increase the amount they receive—by making changes in the complicated system that the government uses to decide who is needy.

#### A Heavy Dose of Politics

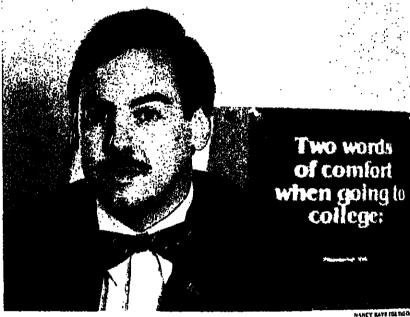
The measures are part of the classic "access vs. choice" argument that marks every debate over student-aid policy. That argument is over the question, Should the government concentrate aid on the neediest students to help them attend a college, or should it help middle-income students go to the college of their choice?

In this election year the debate has been affected by a heavy dose of politics, as both Democrats and Republicans try to portray themselves as helpers of the middle class.

Many thought Congress would avoid one major access-vs.-choice fight when higher-education associations agreed last



Richard F. Rosser, the head of NAICU: "We all hope we will come up with a compromise formula that does involve tuition sensitivity."



David S. Levy, director of financial aid at the California Institute of Technology: "M concern is that we're going to end up disenfranchising the lower-income student."

year on a formula for distributing Pell Grants, and lawmakers incorporated it in

Lower-cost public colleges and highercost private institutions supported the plan because it promised eligible students a basic grant plus additional funds to pay at least a quarter of their tuition. The Senate bill proposed a basic grant of \$2,300 and up to \$1,300 for tuition in 1993-94, while the House legislation proposed \$2,750 and up to \$1,750.

But two recent actions caused cracks in the compromise. Lawmakers' rejection of an "entitlement" measure that would have required full financing of Pell Grants and their opposition to using Defense Department savings for domestic programs have made it clear that Congress will not be able to afford even the \$3,600 Pell Grant.

Some private-college officials, who now expect Pell Grants to be close to the present limit of \$2,400, say they are unhappy



James B. Appleberry of the Association of State Colleges and Universities: "The lower that Pell Grant becomes, the less It needs to be tuition-sensitive."

with the expected effects of the forms those levels. The officials note that House legislation does not say how like mula would be applied for grants that less than \$4,500, while the Senate would make the formula less sensitive tuition for grants below \$3,600.

At the same time, the Senate bill w guarantee that no one who now need \$2,400) would have the grant reduced at the new formula. And it would dimin measure that hurts many publicol students by limiting the largest grade per cent of college costs. Both charge the private-college officials say, and provide a disproportionate benefit to p lic-college students.

Lawmakers will convene a confere committee to develop a compromise tween the House and Senate bills. Ref. all support.

"We all hope we will come up will be restricted to members of certain ethnic compromise formula that does involve to racial groups.

Ition sensitivity," said Richard F. Rest ition sensitivity, and Richard F. Rest ition sensitivity, and Richard F. Rest it in the sensitivity of the court ruled president of the National Association by a state did not necessarily jusprivate colleges are spending shifted in by a state did not necessarily jusprivate colleges are spending shifted in the state of the court ruled in the sensitivity offering minority scholarships. The year on student aid and need more in the feederal government, he said. "We all hope we will come up with from the federal government,

Concern for Needy Students

"We think that we need to take care

"We think that we need to take card larger in the access problem," said James B. Application of State Colleges and University
"That's best done if you direct the doles to the lowest-income students. The larger in the lowest-income students, the less i and Maryland at College Roel. A Vision of Maryland at College Roel.

to be tuition-sensitive." Regardless of whether tuition become Continued on Page

#### AN 'EDUCATION GOVERNOR'?

# Amid Some Grumbling, Clinton Wins Praise for His Reforms of Arkansas Education

LITTLE ROCK, ARK. Bill Clinton, the probable Democratic Presidential nominee, can lay honest claim to the title "education governor," educators here say.

Since recapturing the Arkansas Governor's office in 1983, Mr. Clinton has made education the central focus of his administration and has built a substantial record. At his direction, the state raised teacher salaries and required teachers to pass a competency exam to keep their jobs. Arkansas instituted standards that required all public schools to offer college preparatory courses in mathematics and sciences and pushed laws to make colleges accountable for what their students learn.

Mr. Clinton has encouraged students to go to college by establishing new scholarship programs, revamping technical colleges, and sponsoring annual receptions for high-school valedictorians.

Two of the three times he tried, Governor Clinton even managed to get money for his reforms by pushing tax increases past a stubborn General Assembly.

#### **Ouestions About Taxes**

Despite the progress, it is uncertain whether Mr. Clinton's reforms, particularly in higher education, have made a difference. Some here say that his reluctance to challenge powerful business interests, particularly in the poultry and natural-gas industries, led him to depend too heavily on regressive sales taxes to finance

The one time he did raise corporate taxes, in 1991, the result was a modest half-per-cent increase, tied to an overhaul of technical schools that had been sought by business and industry.

Even with the tax increases, some higher-education officials say their institutions lack the resources to pay premium salaries or acquire special equipment or materials. Governor Clinton has increased state spending on research, but Arkansas cannot afford the extensive array of research programs that have helped other Southm states, such as North Carolina and Virginia, attract high-technology industries. And supporters of the



Even with tax increases that the Governor pushed past a stubborn legislature, some college officials say their institutions lack the resources to pay premium salaries or acquire special equipment or materials.

state's public black college grumble that the Governor has not fervently championed their institution's needs.

"The core of what we have is probably very decent," says Gary D. Chamberlain, director of the Arkansas Institute for Economic Advancement. Colleges and universities have enjoyed some good years financially, he says, but, on the whole, "we're not well-funded. It's not something new for us. We never have been."

#### Many of Best Students Eschew State Colleges

Some public-college faculty members also question whether Mr. Clinton could have accomplished more before 1991, the year many of his higher-education programs were finally passed and financed.

"We'd been disappointed until this year," says Thomas R. McKinnon, an economics professor at the University of Arkansas at Fayetteville.

State officials themselves concede that many of the state's best students eschew Arkansas public colleges. About 15 per cent of the high-school graduates pursue their higher education outside the state—just as Governor Clinton did. Mr. Clinton is a graduate of Georgetown University and studied at Oxford University as a Rhodes Scholar before receiving his law degree from Yale University Law School.

Bill Clinton was first elected Governor in 1978. He was defeated in 1980 (the term changed from two years to four in 1986), and was elected again in 1982. After assuming office in January 1983, Mr. Clinton began a decade-long crusade to improve education in the state.

#### Sweeping Package of School Reforms

The efforts were prompted in part by an Arkansas Supreme Court ruling that struck down the state's formula for financing its public schools. The Governor's wife, Hillary Rodman Clinton, a lawyer who, like her husband, taught briefly at the University of Arkansas law school in the mid-1970's, chaired a key committee that helped develop many of the new school rules.

The result was a sweeping package of school reforms, financed with a one-cent increase in the state sales tax,

#### Court Won't Reconsider Decision Making It Difficult for Public Colleges to Offer Minority Aid Supreme Court appeal, as well. But he said

#### By SCOTT JASCHIK

The full U.S. Court of Appeals for the tween the House and Schale of the sentatives of public and private collections found Circuit has refused to consider an have been meeting in Washington to the there would make it difficult for states or Mblic colleges to offer scholarships that

the appellate level dealing with the

Many public institutions in the 19 South-Public-college officials, though, at the said border states that at one time oper-luctant to make concessions that a led racially segregated higher-education take funds from needy students at low of plant of pl a part of plans to attract black students to

to the lowest-income students, the less it and Maryland at College Park. A Hispanic sudent there, Daniel J. Podberesky, sued the university after he enrolled in 1989,

charging that the scholarship program denied him his Constitutional rights to equal protection.

Last year, a district court ruled in the university's favor, citing Maryland's past segregation as one justification of a scholarship program reserved for black students. But the three-judge panel of the appeals court said that past discrimination alone was "not sufficient." To offer a midecision on the legal standard to the Supreme Court. Kathryn R. Costello, vice-president for

institutional advancement at College Park, said last week that no decision had been Many college officials have been watch-

ing the case, fearing that the high standard set by the appeals court could make it difficult for any college to justify having a mi-

overturn the appeals-court ruling. This Bodes Very Well for Us'

Mr. Steinbach also said the ruling, and the Fourth Circuit's refusal to reconsider it, could strengthen the hand of Education Secretary Lamar Alexander, who is preparing guidelines for colleges to follow on minority scholarships. A proposed version of those guidelines, released late last bar most minority scholarships.

he was not optimistic that the Supreme

Court-given its current make-up-would

Richard A. Samp, a lawyer for Mr. Podberesky, said he was delighted by the latest turn of events. He predicted that-one way or another-the university would be forced to abandon its scholarship program for black students. Mr. Samp is chief counsel to the Washington Legal Foundation, a group that has been fighting minority scholarships.

"Given that the Fourth Circuit in recent years has switched from a liberal court to a conservative court, and that that is mirrored on the Supreme Court, this bodes very well for us," he said.

"There seems to be a rather dramatic clash

between sound educational policy in this area and what seems to be the current state of the law."

nority scholarship program on that basis, it said, a college or university must demonstrate "some present effect of this past discrimination that the program is designed to

redress.'' The university, which had asked the full appeals court to consider the case, now has two options: It can return to district court and try to meet the more difficult legal standard set by the appeals court to justify the program, or it can appeal the

nority-scholarship program. Sheldon E. Steinbach, general counsel for the American Council on Education, said: "There seems to be a rather dramatic clash between sound educational policy in this area and what seems to be the current state of

The council filed a brief on behalf of the University of Maryland in the most recent appeal, and Mr. Steinbach said it would probably help the university with a Continued From Page A22 major factor in the Pell Grant formula, many student-aid officers are uncomfortable—in the current budget climate-with efforts to add more middle-income families to the program. Every additional recipient makes it more expensive for Congress to raise the maximum

David S. Levy, director of financial aid at the California Institute of Technology, said lawmakers should not "open the floodgates" on the Pell Grant program. "Where's the money going to come from? My concern is that we will end up disenfranchising the lower-income student."

Pell Grant by even as little as \$100,

#### **Bush Favors Neediest**

But Phyllis J. Williams, senior vice-president for financial affairs at Antioch University, said middleincome students deserve more grants because they do not qualify for many private scholarships that are reserved for the poor. "We're really hurting the middle-income people," she said.

The Bush Administration has said that grants should be reserved for the needlest students. It has are would exclude it for families proposed a plan to increase grants earning less than \$50,000. to as much as \$3,700 by tightening eligibility rules to climinate 400,000 recipients, and by eliminating or shrinking four other aid programs. rent eligibility formulas are unfair.

Paul G. Aasen, director of financial aid at Gustavus Adolphus Col-should sell their homes or take sec-tribute, and reduce the proportion

istration's plan, but he agreed that dren to college. Congress should concentrate grants on those in greatest need. He pointed out, however, that Congress will not admit as many middle-income families to the Pell Grant program as those families have been led to believe.

The income ceiling rises and falls with the size of the grants, he noted, so the top income is likely to be much lower than the much-publicized \$49,000 level that would have been associated with a \$4,500 Pell Grant. "My greatest concern is the misconception the public has when they're led to believe things are going to be hunky-dory," Mr. Aasen

He acknowledged that many middle-income students would be admitted to the Pell Grant program because of proposed changes in the "needs analysis" system that is used to determine a family's ability to pay for college.

One major proposal would remove from the eligibility formulas a family's equity in its home or farm. The House has proposed excluding equity from aid calculations for all families, while the Sen-

The provisions are the result of loud complaints from middle-income parents who charge that cur-They reject the idea that they

lege, does not endorse the Admin- ond mortgages to send their chil-

Some aid officers argue that excluding equity would cause the government to award more aid to a family that has bought a house than it would give to another family of the same income that rents an apartment and saves for college.

The two reauthorization bills contain several other needs-analysis changes that some college officials say should be reconsidered in ter for aid officers, Mr. Heffron

middle class but do little for the

neediest students, who already

qualify for the maximum amount of

The House bill would allow fam-

ilies to exclude more of their sav-

ings from aid calculations, elimi-

nate the minimum contribution

that every student is expected to

make toward college expenses,

and drop the student's contribution

The Senate bill would lower to 50

that first-year students must con- thy students.

from 70 per cent of earnings to 50

per cent the proportion of earnings

aid available

"We like the idea of a universal, unsubsidized

loan program, but we would first like to see

light of budget constraints. They said that making it easier for fam-

would expand aid eligibility for the would mean nothing if the govern-

increases in Stafford-loan limits."

of income that parents must con-

are not based on need. The he, dent this month proposed loane Mark Heffron, assistant vicepresident for financial-aid services up to \$25,000 for all America at the American College Testing through the Student Loan Mark Program, has concluded that most ing Association, but he gave no 2 of the "big winners" under the proposals would be applicants whose the cost to the government. Before announcing its progre parental income, home equity, and personal income are higher than the Administration blasted e. sponsors of the House reauthors. average. He defined big winners as

those who would be expected to tion bill for including a subsidize pay at least \$1,000 less for college interest rate in the new Staffe. than they do under current law. program and for providing aid t those "most able to pay " Writing in a recent ACT newslet-Some observers acknowled

that the proposals for providloans to the middle income areas. tively low in cost, but they us Congress should use the money. raise borrowing limits for the needy students in the existing St. ford program. The Senate has a proved increases of \$375 to \$1.50 a year, but the House bill would argue that many of the measures ilies to show that they are needy freeze the limits at the currentle els of \$2,625 for freshmen re ment did not have more money for sophomores, \$4,000 for other. aid. "Instead, the relative leniency dergraduates, and \$7,500 for gal

> uate students. "We like the idea of a universal unsubsidized loan program, but would first like to see increases Stafford-loan limits," said Selection Dong, legislative director of the United States Student Association

Policy makers do not appear willing to modify much of what they've done.

Thomas R. Wolanin, staff dire tor of the House Subcommittee Postsecondary Education, said understands the criticisms h suggested that the critics do mes derstand politics. Increasing is for middle-income families. said, "is a very important policy

#### Politically Unpalatable

Rep. William D. Ford, Demos poor have legitimate needs." said. "And these programs In a letter to Sen. Edward M.

Kennedy, the Massachusetts Demon an extremely narrow base committee with jurisdiction over the NIH, the consumer activist Raiph Nader wrote: "Legislation on the House ide will give the NIH and Congress leverage to protect the public interest in maintaining objectivity and scientific integrity in the clinical itsling of pharmaceuticals and othr blomedical products."

in 1982-83. Mr. Appleberry of the state that will build support for addl Mr. Baich says the way the Edu-Said Mr. Appleberry:

the Director of the NIH.

■ Require the Secretary to issue

■ Set a limit of 26 per cent on the dministrative portion of the indirect costs of NIH-supported re-

■ Make it a federal crime to

oral-research facilities.

byists for the most part favor the Senate version of the bill for what it kaves out, some critics of higher education say that the stricter provisions in the House bill on scientilic misconduct, conflicts of interst, and indirect costs would insure

public interest.

Another critic, Leonard Minsky, executive director of the National Coalition for Universities in the issues such as connicts of the public interest, a group that Mr. could be harmful to the nation's could be harmful to the nation's could be harmful to the nation's This seems to be a rare instance." k says, "in which Congress has been responsive to the public interest in university accountability."

Provision on indirect costs. entists, research administrators, Supporters of the Senate bill say tors, and their families from ownhal while issues like scientific misconduct, conflicts of interest, and lmits on indirect costs are imporant, those issues should not be eventually killed the proposal.

taken up by Congress. Instead, they say, such issues should be Overly strict regulations, she deal with in a collaborative effort

Ms. Hansen also says that it is

# Crucial Differences Seen in Senate and House Bills to Reauthorize NIH

By STEPHEN BURD Controversies over research in-

volving sexuality and fetal-tissue transplantation have dominated the debate on the reauthorization of the National Institutes of Health. But many science-policy experts believe several other important provisions in the House of Representatives and Senate versions of the bill merit attention.

The House version would: ■ Make permanent an Office of Scientific Integrity in the Office of

Require the Secretary of Health and Human Services to develop criteria for the protection of those who report scientific misconduct or who cooperate in investigations of it. It would also penalize universities and other research organizations that retaliate against whistle blowers.

regulations specifying the circumstances that constitute conflicts of interest for scientists and order the Secretary to establish criteria for preventing such conflicts.

break into facilities to halt or disupt research using animals.

The Senate version is silent on those issues, but it, unlike the House version, would create a matching-grants program at the NIH for the construction and maintenance of biomedical- and behavcomment from the universities and

#### Providing 'Leverage'

While biomedical-research lobthat scientists act honestly.

> "What has happened is that most of the people accused of misconduct and fraud are big, entrepreneurial scientists." he says. "The Administration is opposed to making life hard for these people.' Warning About Strict Rules

Barbara C. Hansen, a professor of physiology in the School of Medicine at the University of Maryland at Baltimore, says that legislation that is too rigid and inflexible on

should retain legitimate authority

and control over these issues,"

says Maureen K. Byrnes, director

of federal relations for biomedical

"If the government is going to

regulations and administrative pro-

cedures because this means pro-

viding an opportunity for input and

it allows flexibility for dealing with

complex issues—the type of flexi-

bility you cannot get through legis-

Mr. Minsky disagrees. He says

that universities and the Adminis-

tration alike oppose strict regula-

tions on misconduct because they

are more interested in insuring that

universities and industry collabo-

rate to make products to help the

economy than in protecting the

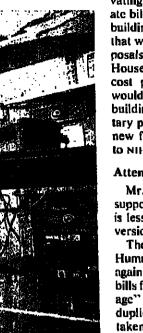
policy at the Association of Ameri-

can Universities.

lation," she says.

and business leaders sent letters to the NIH opposing proposed regulations that would have barred NIHsupported scientists, administraing stock in companies that might be influenced by the scientists' research. Secretary of Health and Human Services Louis W. Sullivan

says, "make it difficult or even impossible for academic scientists to collaborate with industry."



important that the scientific com- for both misconduct and fraud should remain with the research institutions." On a less controversial note, Da-

clude provisions related to government support for building or renovating research facilities. The Senate bill sets up a grant program for building and maintaining facilities that would require applicants' proposals to undergo peer review. The House bill includes-in its indirectcost provisions—a measure that would allow the NIH to support building new facilities if the Secretary provides certification that thez. new facilities would be necessary to NIR research.

#### Attempt to 'Micro-Manage'

Mr. Moore says his association supports the Senate version, which is less conditional than the House version.

The Department of Health and Human Services has come out against both the House and Senate bills for attempting to "micro-manage" the NIH and in many cases duplicating efforts already undertaken by the department. Depart\* ment officials note, for example, that the Administration is already working on new limits on indirect

Some biomedical-research lobbyists also question the duplication. Savs Roger J. Bulger, the president of the Association of Academic Health Centers and a member of the Advisory Committee on Scientific Integrity of the Public Health Service: "I don't see the governmental relations at the As- need for new legislation on questions of scientific integrity because

■ Three newspapers sue arts endowment over closed meetings

cials are considering proposals to monitor tax deduction taken for donations to colleges and other charitable organizations.

Among the ideas under con-

sideration are: ■ Allowing deductions for contributions of gifts greater than \$100 only if the recipient provides a formal acknowledg-

Requiring colleges and other non-profit organizations to tell donors the share of contributions that is used to pay for services, such as a dinner attended by the donor. Such portions of gifts may not be deduct-

 Imposing new penalties on non-profit groups that make

College officials said they had no objections to the proposals.

Eight members of Congress have asked Education Secretary Lamar Alexander to hold off on issuing guideon scholarships that are retain ethnic or racial groups. The eight lawmakers, who

his guidelines. The proposed statement would bar minority scholarships in most cases. A spokesman for the Education Department said last week that Mr. Alexander was reviewing the letter and had no com-

probable effects on students of

eliminating the awards, they

Late last year Mr. Alexander

issued a preliminary version of

said in a letter to the Secretary.

ment on it. crats, were the chaireducation programs.

Three newspapers sued the National Endowment for lines for colleges to follow the Arts in federal district stricted to members of cerdowment's advisory board be open to the public.

Bush Administration offi- have requested a study on mi- The Presidentially appointed nority scholarships by the Gen- board, the National Council on eral Accounting Office, said the Arts, holds open meetings at that Mr. Alexander did not have which members discuss endowenough information to an- ment policies and grant proposnounce guidelines. More study als. But council members also is needed on the availability of hold closed meetings with enminority scholarships and the dowment staff members, usual--Iv the day before a public meet-

> The New York Times. The Washington Post, and The Philadelphia Inquirer charged in their suit that those sessions violated federal open-meetings laws. The endowment issued a statement saying that it believed it was following the law and would wait for a court ruling on the matter.

Portions of the meetings of Among the eight members of the National Council on the Hu-Congress who wrote the letter, manities, the advisory board for men of the Judiciary Commit- the Humanities, are also closed tees in both the House and Sen- to the public. An NEH spokesate and the committees in both woman declined last week to houses with jurisdiction over say why portions of the meetings were closed or to comment on whether the arts-endowment suit would affect the NEH.

A spokesman for The Washington Post said the newspaper believed agencies other than the court last week, demanding arts endowment violated the law, but that at this time, the suit would remain focused on the NBA. —SCOTT JASCHIK



#### Group With Diversity Policy Similar to Middle States' Prepares for U.S. Review By SCOTT JASCHIK WASHINGTON

Round I of the accreditation war over "diversity standards" ended earlier this month. Round 2 begins

next week. in Round I the Education Department delayed the renewal of

periodic review before the departreview, since the Middle States motivated agenda, there's nothing I can do about it anyway." controversy broke more than a zation with a similar diversity poli-

The group is the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, which accredits about 150 twoyear colleges in California, Hawaii. and the Pacific islands. It is approaching the review with no intention of changing its diversity standards.

some action against the organiza- anyway," he says. tion. Mr. Peterson says department officials have already asked him to provide them with examples dards in reviewing colleges. Defending the Standards

since his group's standards are 'recognition, Mr. Petersen says he week.

would not comment on what stance they will take on Western, Trapartment staff release a report on accrediting groups, with a ment officials, and that his mem-tutional Eligibility, which reports plained. John C. Petersen, the commis- bership does not want to back to Secretary Alexander. The meet-

similar to those of Middle States, will take his chances. "If it's part One key difference between precedent for Western."

the latter's diversity standards are not known to have caused controversies on campuses. Much of the of Michigan and chief sponsor criticism over Middle States came the House reauthorization bill, is from the way it applied its stan- two reasons for supporting nor dards at Bernard M. Baruch Col- aid for middle-income student lege of the City University of Mr. Wolanin explained. "Prof New York and at the Westminster beyond those who are despera Theological Seminary in Pennsylvania. Critics said-nnd Middle States denied—that the accrediting never survive politically if they is group was encouraging the use of quotas at Baruch and interfering people in extreme poverty with religious freedom at Westmin-

will simply make it more difficult to

identify those who are most in need

Many college officials have few-

er qualms about Congress's plans

for opening the loan programs to

more middle- and upper-income

families. The House has approved

a new Stafford loan program that

would be available to all students.

The Senate has voted to expand the

Supplemental Loans for Students

program to include all credit-wor-

of help," he wrote.

#### Opposition in California

Association of Scholars, a group that organized much of the opposition to Middle States, say they, too, know of no complaints about Western. (The diversity standards of Western's four-year division have sparked opposition, particular with that scenario in the mountain the with that scenario in the mountain the mountai of be surprised if the Edu- of a politically motivated agenda, larly among some religious col- The maximum Pell Cita leges in California, but that division will not be up for review until 93 academic year, up from \$1,80

Despite the lack of controversy, critics of such standards say the lege group agreed that Coupt Education Department should still should adjust the needs and question Western's approach. Stephen H. Balch, president of the and should provide loans for the recommendation, at meetings of National Association of Scholars, He acknowledged that the He says that he will defend the the National Advisory Commit-says the "potential" for problems budget is tight, but said policy for problems budget is tight, but said with charge the commit-says the "potential" for problems budget is tight, but said with charge the commit-says the potential of the commit-says the commit-says the potential of the commit-says the standards to Education Depart- tee on Accreditation and Insti-

sion's executive director, says that down. As to the threat of a delayed ing on Western is to be held next cation Department handled Middle States "provides a good working move on those things you can

admitting more students into Pell Grant program would make more expensive for the govern ment to raise the amount of t Mr. Petersen says no one has complained about his group's stan-dards. Officials of the National favor of limiting the number of cipients so that the maximum gra

can be increased more easily h not met with much success. "We haven't done very ad with that scenario in the last life.

between the agencies involved and the scientific community. We believe that universities complish this year."

federal recognition for the Middle States Association of Colleges and Schools, citing the group's diversity standards, under which accreditation reviews included evaluations of colleges' records on recruiting minority students and faculty members. Periodic Reviews Held Education Secretary Lamar Alexander renewed the recognition this month only after Middle States made the controversial standards optional. Accrediting groups come up for

ment. Next week will see the first 
John C. Petersen of the Western Association: "If it's part of a politically

cation Department tries to take there's nothing I can do about it Education Department officials of how Western has used its stan- ditionally, members of the de-

munity retain its ability to police

Barbara C. Hansen of the U. of Maryland: "I believe that there is a federal role in

policing science, but it should only be in major cases of substantial research fraud."

"I believe that there is a federal vid B. Moore, assistant director of role in policing science, but it

should only be in major cases of substantial research fraud," she sociation of American Medical get involved in them, it is prefera- says. "I think the primary role for Colleges, says he is pleased that we've been dealing with it in our ble that it gets involved through the initial inquiry and investigation both the House and Senate bills in-committee."

#### WASHINGTON UPDATE

■ Administration considers new policies on donations to colleges

■ 8 Lawmakers ask Alexander to delay guidelines on minority aid

# Clinton Wins Praise, Some Criticism, for Education-Reform Efforts in Arkansas

Continued From Page A23 which brought it to 4 per cent. Most of the money went toward public schools, with noticeable results. In 1982, 35 per cent of all high schools didn't offer advanced mathematics, 32 per cent didn't offer chemistry, 54 per cent didn't offer physics, and 47 per cent didn't offer foreign languages. To-

day all high schools offer those

subjects.

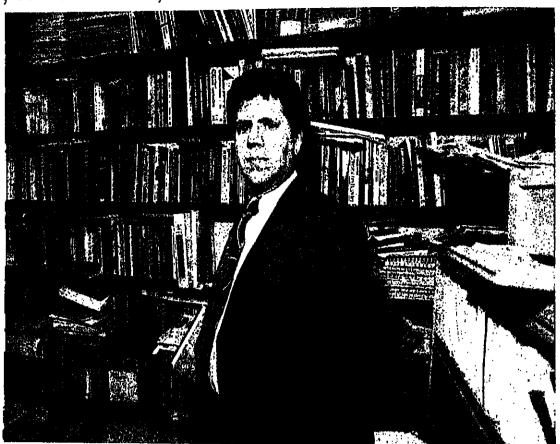
The Governor's supporters say those early efforts have helped higher education by better preparing students for college, "He's concentrated on the supply side," says Diane Blair, a friend of Mr. Clinton's and a professor of political science at the University of Arkansas at Fayetteville, Ms. Blair, who is now working for the Clinton campaign, says the reforms "were essential for any real improvement in higher education."

#### Measurable Results

Some results of those earlier reforms are now measurable.

The college-going rate (which the state calculates by counting the number of high-school graduates private colleges in the fall following their graduation) has increased from 38 per cent to 51 per cent

That alone is noteworthy, says Southern Regional Education Board. "That is a major change for 54 per cent were placed in remedial years. State higher-education offia state. That's the kind of change mathematics courses, 38 per cent cials say the increase is due partly that has long-term benefits."



who go on to Arkansas public and Barry M. Mald, chairman of the English Department at the U. of Arkansas at Little Rock: "We're better off now than when I got here 11 years ago."

But along with an improved col- per cent in remedial reading dards. In 1989 students who did not lege-going rate, Arkansas has courses, state records show.

found that a high proportion of the The percentage of students refreshmen at public colleges require quiring remedial English and mathremedial work: Last fall, more than ematics has risen slightly in recent in remedial English courses, and 34 to the phasing-in of higher stan-

score above 15 on the American College Testing Program exam were required to take remedial classes. Now, the ACT cut-off score

Because states assess entering students differently-or not at Board of Higher Education

#### **Government & Politics** Government & Polity

er education.

many of those ills.

pressed its displeasure publicly. In

Plan 1989-94, the board, made up

mostly of Clinton appointees, de-

clared "a crisis in higher educa-

hind the region and the nation in

almost every comparative measure

of financial support for public high-

New taxes and other programs

enacted in 1991, particularly an ad-

ditional half-cent increase in the

sales tax, are designed to remedy

The bulk of the new sales-tax

revenue is being used to raise the

salaries of public-school teach-

ers—a politically potent group that

Mr. Clinton alienated with his

Higher education is getting

about \$30-million from the tax. The

money is being used to increase

salaries and to create several new

financial-aid programs. One of

those is the Arkansas Challenge

Scholarship Program, designed to

encourage schoolchildren to pre-

pare for college by promising all

low- and middle-income students

free tuition at a public college if

Increasing financial aid has been

they earn good grades.

"Arkansas is one

of the few states

forthrightly faced

that has

teacher-testing program in 1983.

A Politically Potent Group

Arkansas Higher Education

all—comparing Arkansas with o er states is an imperfect exerci-Mr. Musick, however, says Gover nor Clinton deserves credit for t approach to remedial education

tion," and said: "We are well be-"Arkansas is one of the fee" states that has forthrightly fact the issue of remedial education, he says. A 1987 law requires (1) leges to assess entering studen. and report back to the high school on how their graduates fared.

#### 'Reaping the Harvest'

Diane Gilleland, the state's & rector of higher education, San students who have taken the pas er preparatory courses do belle on the ACT—and, in the past for years, there has been a 29-pc cent increase in the number of students who take such course "We're just now beginning to re.; the harvest of these courses ben in place," she says.

Ms. Blair says Mr. Clinton & serves credit for the benefits that trickled down to higher educates from the 1983 reforms. He also & serves praise, she says, for hist: popular insistence that one-quate of the new revenue from the 194 sales-tax increase be set aside fo colleges and universities.

After 1983, political opportu of Mr. Clinton accused him of "& verting" money to higher education, "as if that was some kind d

fatal flaw." recalls Ms. Blair. Yet the issue of college and of versity financing has been a sort point for higher-education offices here. The biennial budgets enaced between 1985 and 1991 were spa-

As recently as 1989 the such the issue of remedial education."

#### a high priority of Mr. Clinton's. In 1982-83 the state was providing about \$1.5-million for financial aid. By 1991-92, the amount had grown to more than \$8.1-million. During the 1991 session, law-

makers also approved Mr. Clinton's College Savings Bond program, which is designed to help families save for college and so far has provided about \$72-million for new library acquisitions, scientific equipment, and major construction and maintenance projects at campases across the state.

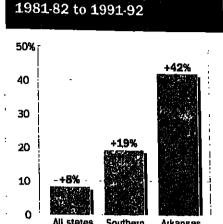
In addition, Arkansas is overhauling and upgrading its technical-education system, thanks in large part to the half-per-cent increase in the corporate income tax lbat also was also enacted in 1991. ioniteen of the state's 24 postsecondary vocational-technical schools are adding college-level courses and are expected to meet technical-college accreditation standards by 1997.

Some political activists here it Governor Clinton could do much more for education, without harming the well-being of most citizens, if he campaigned for amajor increase in the tax on natulal gas, which the poultry industry the Arkansas Pairness Council: sas's political traditions. "He has got a lot of political capi-

provoke the power structure." Ms. Ledbetter served on a tax-Mr. Commission appointed by black conege, the Onix We needed kansas at Pine Bluff. "We needed which has Mr. Clinton that recommended some extra attention, which has

# **Arkansas Higher Education in the Clinton Years**





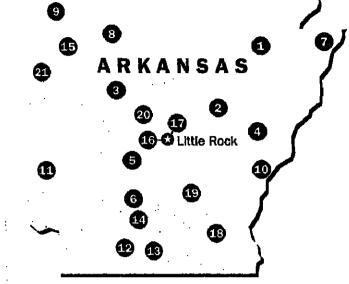
Change in State Appropriations

for Higher Education.

**22** 1983-84

1990-91

SOUROS: Southern Regions Education Board



1. Arkansas State University-Jonesboro

2. Arkansas State University-Beebe 3. Arkansas Tech University-Russellville

1. East Arkansas Community College-Forrest City 5. Garland County Community College-Hot Springs 6. Henderson State University-Arkadelphia

7. Mississippi County Community Callege-Blythevill 8. North Arkansas Community College-Harrison

9. North West Arkansas Community College-Bentonville

10. Phillips County Community College-Helena 11. Rich Mountain Community College-Mena 12. Southern Arkansas University-Magnolla

13. Southern Arkansas University-El Dorado

14. Southern Arkansas University Tech-Camden 15. University of Arkansas-Fayetteville

16. University of Arkansas-Little Rock 17. University of Arkansas for Medical Sciences-Little Rock

18. University of Arkansas-Monticello

19. University of Arkansas-Pine Bluff 20. University of Central Arkansas-Conway 21. Westark Community College-Fort Smith

# New York Allows Military Recruiting at SUNY, Despite Armed Forces' Refusal to Recruit Gays

By JOYE MERCER

commissioner has cleared the way on its campuses, she said. for the armed forces to continue University of New York, even Organization at SUNY at Buffalo, though an executive order bans state agencies from discriminating against people because of their sexunl preference. The military does not accept homosexuals.

Margarita Rosa, the commissioner, ruled that a 1984 state law over military recruiting at suny, giving military and corporate re- said his client was considering gruiters equal access to SUNY campuses superseded Gov. Mario M. Cuomo's 1983 executive order forbidding discrimination. Her decision reversed a September ruling by her agency's Office of Lesbian and Gay Concerns that banned military recruiters from the law school at suny's Buffalo campus.

That decision, which was not enforced pending Ms. Rosa's review, set off a political fight in the state.

#### licy Repeatedly Sustained

Gay-rights advocates hailed the September ruling. But Governor Cuomo said it was unenforceable, SUNY appealed the decision, arguing that the system could not require the military, as a third party, to abide by the executive order.

Ms. Rosa, who was appointed by Mr. Cuomo in 1990, agreed. She wrote that the military's policy barring homosexuals, "however re- ing to allow everyone but the milipugnant or dubious in logic and detary to come and recruit. But it plorable in its results," has been can say, 'Every employer who repeatedly sustained in federal does not discriminate can recourts. Therefore, suny is not cruit," Mr. Wolfson said. "That

Brenda A. Mattar, president of ample of "gay and lesbian students' being sold out."

Evan Wolfson, the lawyer for a 1990 with the human-rights office whether to take the matter to court.

#### Watched by Other Colleges

A suny spokesman, Ken Goldfarb, said university officials were satisfied with the decision, but that Chancellor D. Bruce Johnstone would "continue to push to see that the military opens its doors" to gays and lesbians. He acknowledged that the Buffalo campus had received grants from the Department of Defense-nearly \$3.9-million in fiscal 1990-91---but denied charges by Ms. Mattar that the money had played a role in suny's opposition to the first ruling.

Mr. Wolfson, a lawyer for the Lambda Legal Defense & Education Fund, said Ms. Rosa's interpretation of state law made it impossible to enforce Governor Cuo-'mo's executive order.

"SUNY could not say, 'We're go-

"aiding or abetting" discrimina- would give the military the same ers infringed free speech. No First where. She added that she did a New York State's human-rights tion by allowing military recruiters access as other employers."

The suny case has been watched by colleges nationwide. In the fall recruiting on campuses of the State the Lesbian and Gay Law Students of 1990, the Association of Amerisaid Ms. Rosa's ruling was an ex-members to ban recruiters who disheard in June in federal court. woman who filed a complaint in which adheres to the policy, claim-

can Law Schools required its 158 criminate over sexual orientation. Last year a student sued the University of Minnesota's law school.

student group conceded that the successful, it would have been New York ruling was a setback for major victory because of the sard gay rights there, but she played SUNY. But I wouldn't call this as ing that the ban of military recruitdown the effect it could have else- back.'

Amendment violation exists believe the ruling would have a "where the university enforces an impact on similar efforts to the anti-discrimination policy," ar- the Reserve Officers Training gued Donald M. Lowis, the univer- Corps from campuses.

"There are a lot of efforts got sity's lawyer. The case will be Ms. Mattar of the Buffalo gay-tudent group conservations, and the said. "Had we be to the said."

#### STATE NOTES

#### ■ Panel drops charges against two-year-college presidents in Ohio

■ Cal. regents reaffirm benefits package for departing president

Commission has dismissed charges against 24 two-year-

The commission also said it had determined that the Ohio Technical and Community College Association was guilty of quirement that it file a statement of expenditures.

More-serious charges against the association and its former director, Hal Roach, will be considered by the commission in May. The association and Mr. Roach have been charged making severe budget cuts. with misrepresenting the source Placard-waving students

through the association.

The University of Califorviolating several campaign-re- stal \$2.4-million retirement porting laws, including a repackage awarded to David P. Joint Audit Committee.

tive in October. State politicians and student leaders complained that the package was excessive and illtimed while the university is

Saying it lacked jurisdic- of thousands of dollars of cam- hissed and hooted when Gov. tion, the Ohio Elections paign contributions made to Pete Wilson and other regents state legislators by the colleges defended the package. The re-

nia's Board of Regents last week reaffirmed a controver-Gardner, who has resigned as the university's president effec-

gents have said such packages college presidents for questionable campaign donations

Mr. Roach has denied wrongdoing. —GOLDIE BLUMENSTYK

Caliber people to the institution.

gation of an executive pension program for 22 top university administrators, including Mr. Gardner, was tentatively approved by the Legislature's David A. Roberti, President

Pro Tempore of the State Senate, said the regents seemed to be unaware that student fees had been increased 24 per cent this year and faculty salaries are frozen. "It's like they are living on Mars," he said. —JACK MCCURDY

#### Fall Enrollment In Public Higher Education

U.S. average

Average Faculty Salaries

In thousands

at Public 4-Year Colleges and Universities

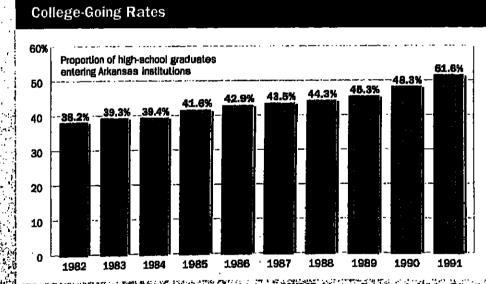
\$28,160

Average,

\$42,131

|      |              |        | HOK           |
|------|--------------|--------|---------------|
|      | <u>Total</u> | Number | Pet. of total |
| 1983 | 65,037       | 8 673  | 13.3%         |
| 1984 | 64,487       | 8,644  | 13.4          |
| 1985 | 66,131       | 9,066  | 13.7          |
| 1986 | 67,381       | 9,017  | 13.3          |
| 1987 | 68,512       | 8,995  | 13.1          |
| 1988 | 70,575       | 9,117  | 12.9          |
| 1989 | 73,035       | 9,423  | 12.9          |
| 1990 | 77,554       | 9,826  | 12.6          |
| 1991 | 81,121       | 10,767 | 13.2          |
|      |              |        |               |

These charts and the list of 21 public colleges and universities exclude 14 vocational schools being converted to technical colleges.



body even picked up our stuff and his administration," says Corliss thing special, but he's been fair," wrote bills on it," she says. "He Mays Howard, president of the in- says Ms. Howard."

#### Sole Public Black College

Supporters of the Governor say that he has risked political capital with his campaigns for tax inhas helped to keep quite low. Says creases and that it is unrealistic to Brownie Ledbetter, president of expect more of him, given Arkan-

Another issue on which Mr. He aire as hell doesn't want to Clinton draws criticism is the state's treatment of its sole public black college, the University of Archanges in state tax laws. "No- not really been forthcoming under

onal alumni association. Ms. Howard says Arkansas is not living up to promises it made to the federal government in 1988, when the state was released from a

"We still don't offer professional degrees," she says, and the master's degrees that the state promised to create in the late 1980's were begun only a year ago. Also, she says, the state's assistance in providing housing for the institution's growing student body has not been adequate.

federal desegregation lawsuit.

"I don't think he's done any-

State officials say the Governor hancements."

#### The Whole Record

Others, taking Mr. Clinton's entire record into account, are more enthusiastic than Ms. Howard. "We're better off now than when I

M. Maid, chairman of the English Department at the University of Arkansas at Little Rock, He says has supported several efforts for the institutions still need more fac-Pine Bluff, including state financ- ulty positions, better salaries, and ing for a new dormitory and a special annual allocation-\$638,000 hire faculty members at competithis year-above the amount it tive salaries, Mr. Maid says, and he would receive under the state has enjoyed consistent, if "not out" budget formula for "program en- standing," raises, while colleagues in public colleges across the country endure pay freezes, layoffs, and budget cuts.

"We still have a crying need," Mr. Maid says. But "talking to friends in New York and Massa chusetts and Virginia, I'm really 🗢 got here II years ago," says Barry happy to be in Arkansas."



#### PHILANTHROPY NOTES

■ Houston trial lawyer gives U. of Texas System \$13-million

■ Alumnus gives \$4-mililon to U. of lowa for business school

■ Brown U. hopes to raise \$450-million in capital campaign

A Houston trial lawyer who for the university's medical branch million to the University of is known for winning multimillion-dollar awards in the Courtroom has given \$13-mil- the system's chancellor. lion to the University of Texas

2.5

elor's and law degrees at the university's Austin campus, said the counsel in more than 100 cases that and auditoriums. It will also be \$13-million was "just an initial gift." He said he and his wife, Lee, of more than \$1-million. who also attended the university, "plan to do much more."

The donation includes \$9-million for the Austin campus, \$3-million in Galveston, and \$1-million to cre- lowa for a new business school. ate a chair that would be held by The UT-Austin portion is among the \$34-million cost of a new build-

The gift, from John Pappajohn, a

venture capitalist, will go toward

will be named for Mr. Pappajohn

In 1990 the Iowa State Legisla-

ture voted to provide \$24-million in

state bonds for the building. The

seek to raise the remainder. So far.

the foundation has received about

In the past three years, Mr. Pap-

pajohn has given a total of \$8-mil-

lion to the university for various

needs. He is president of Equity

Dynamics Inc., of Des Moines,

which invests in start-up compa-

Brown University has opened

capital campaign to raise

More than half of the money will

go into the university's endow-

ment, valued today at \$500-million.

Nearly one-quarter will endow fac-

ulty positions and activities, in-

cluding chairs for assistant profes-

The university will also try to

raise \$75-million for financial aid,

\$25-million for new and renovated

facilities, and \$10-million for ath-

About \$163-million in gifts and

pledges has already been raised.

The drive will end in December

Thomas J. Watson, Jr., chair-

man emeritus of the International

Business Machines Corporation,

made the largest gift so far to the

campaign last year, a \$25-million

Although the goal is modest

compared with those of other Ivy

League universities, three of which

are trying to raise \$1-billion or

more, it is \$268-million higher than

the amount raised in Brown's last

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campaign, which ended in 1983.

-JULIE L. NICKLIN

nies in the health-care industry.

\$8-million in gifts and pledges.

and will house classrooms, offices,

eo technology.

the largest gifts ever given to the ing to house the school. The facility Joe Jamail, who earned his bach- that campus by an individual. Mr. Jamail has served as lead resulted in a verdict or settlement equipped with computers and vid-

--KATHERINE S. MANGAN

A 1952 alumnus has given \$4- University of Iowa Foundation will

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# U. of Mich. Given \$30-Million to Study Free-Market Economies

A Detroit corporation has support several activities at the pledged \$30-million to the University of Michigan for a new economics institute.

It will be named for William Davidson, owner of Guardian Industries Corporation, which made the pledge. Mr. Davidson also owns the Detroit Pistons Soviet republics. basketball team.

#### University's Largest Gift

The institute will seek to help countries make the transition to market economies and help businesses operate successfully under the new systems. Recent changes in Eastern Europe and the former Soviet Union have heightened the need for education about free-market practices, Mr. Davidson said in a

The gift, Michigan's largest and one of the biggest ever made to a public university anywhere, will be paid over 20 years by Guardian, a glass-manufacturing company in subur-

ANN ARBOR, MICH. ban Detroit. The donation will institute, including:

■ Seminars for business lead. ers, entrepreneurs, and government officials, who will study how market economies work Internships will also send students to Poland and the former

Fellowships for scholars from American universities, who will study and teach oversens. Foreign scholars will also be in residence at the institute. studying economics, marketing, and corporate strategy.

 Research projects by American and foreign scholars. University officials say the institute should be operating within a year.

The donation from Guardian Industries is considered a "leadership gift" for the university's capital campaign. The five-year drive, which will be announced later this year, is expected to raise at least \$750-mil-

#### PRIVATE SUPPORT

BUSH FOUNDATION E-900 First National Bank Building 332 Minnesota Street St. Paul 55101

American Indian colleges. For support of programs: \$108,211 to Turtle Mountain Community College.

Black colleges. For support of programs: \$250,000 to Claffin College, \$385,000 to Livingstone College, and \$125,000 to Part College.

Facilities. For the new library: \$900,000

\$703.500 challenge grant to College of

-For a new science center: \$492,000 challenge grant to College of Saint Benc-

CARNEGIE CORPORATION 437 Madison Avenue New York 10022

Mrica. To strengthen the scientific unc technological infrastructure in sub-Saha-ran Africa: \$443,000 to American Association for the Advancement of Science. nternational issues. For meetings on East-West relations for American lawmakers

-For research and education on the prolifa project on ethnic conflict in East-

ern Europe: \$1.2-million over two years to International Research and Exchanges —For research and training in international security and arms control: \$1.1-million to Stanford U.

Violence. For a center for the study and prevention of violence: \$600,000 over two years to U. of Colorado at Boul-CONNELLY FOUNDATION

West Conshohocken, Pa. 19428 Nursing. For programs of nursing education: \$201,250 to La Salle U. DUKE ENDOWMENT

200 South Tryon Street Charlotte, N.C. 28202 Support. For support of programs: \$350,-000 to Duke U. Medical Center.

Flexible Meal Plans FIRST UNION FOUNDATION First Union Plaza Charlotte, N.C. 28288 Customized Menus Support. For the capital campaign: \$500,-000 to U. of North Carolina at Chapel Increased Satisfaction Call Us Now.

> KRESGE FOUNDATION P.O. Box 3151 3215 West Big Beaver Road Troy, Mich. 48007-3151 Facilities. For a performing-arts center: \$500,000 to Aima College.

-- For renovation projects: \$350,000 uk
la College.
-- For renovation and expansion of uk

braries: \$500,000 to Bard College. -For an auditorium and student at \$250,000 to Cullege of St. Scholan -For a fine-arts and commun ter: \$500,000 to Dillard U.

For renovation and expansion of the hrary and renovation of Dwight High million to Mount Holyoke College.

For renovation of the law-school high state of the law ing: \$750,000 to Ohio State U.

American University. For the law librar \$100,000 and a collection of rare body valued as \$100,000—from Legal \$ () collection of the collec

Cloodman.
Antioch College. For the outdoorder
tion center: \$200,000 from Doroly is
son Headley and her daughter.
College of Mount Saint Vincent. for st
port of programs: \$450,000 from the
tate of Marion V. Goepfert Baker.
Fairfield University. For scholings
\$100.000 from TransAmerican New

For programs in engineering: 30% from LeRoy C. and Aileen Paslar.
Lafsyette College. For the endows: \$126,806 from the estates of Lewi Kelly and Jess Morgan Kelly.

For programs in the arts: \$425,000 feet.

ships for atudents from minorky pos-ships for atudents from minorky pos-\$100,000 from NationsBank of Text-ton Nations Bank of Text-ton Nations 5000

yrough of Missouri at Goldman, Stone professorship in journalism: Stone from Houston H. and Edward A. But from Houston H. and Edward A. But from Houston H. and Edward A. But from the capital campaign: \$500,000 for Duke Power Company,
University of Secanton. For the zer link
\$500,000 challense sift from the form the f

Naples family.

University of Utah. For a professorable management: \$118,000 from Shirt Herzbers.

Yassar College. For support of program of the college of the Carol and James College.

For a classroom and performing-autor tor: \$300,000 and the fights College.

For a building for programs in the sciences: \$1-million to Stanford U.

For a classroom and performing-autor tor: \$300,000 to U. of Mary. chapters and work more closely with colleges and universities to make alle abuses do not occur. QIFTS & BEQUESTS

> Students at the University of auschusetts at Amherst will no onger be able to use a financial ole that let them take their dasses for less than the going

About 400 students had dropped out of the regular undergraduate togram and registered as part of e university's continuing-Aucation division because those courses cost much less. Por instance, an in-state student taking a full-load of classes pays \$2,431 per year, while an out-of-state student pays \$5,365. Acontinuing-education student pays

"The practice wasn't fair to other sludents who had to pay the full ciate vice-chancellor for academic affairs. In addition, Mr Aiken said, continuing-education les do not support such services as academic advising.

lege of veterinary medicine: property ued at \$200,000 from W. H. and de Lindley.

Texas Christian University. For schools ships for such University officials said they tailed that some people were refisiering as continuing-education andents because they could not affeed to attend the university otherwise. Mr. Aitken said the university had set up an appeals board to provide financial aid to todents who may be hurt by the

Members of black fraternities and sororities don't like the antibizing rules that their national tions have adopted, and some of the local chapters continue to subject their pledges to rituals and physical tests during pledging.

Those are the findings of a study

**Students** 

conducted by a Kansas State University doctoral student who wanted to know how the anti-hazing rules had influenced fraternities and

The eight national black fraternities and sororities outlawed the practice of hazing last year because of lawsuits from students who had been injured during the pledge process. Instead of pledging, ine National Pan-Hellenic Council substituted two- to four-week programs in which students learn about the history and ideals of the

But Tony Williams, co-adviser to Kansas State's Pan-Hellenic Council and the student who conducted the study, said undergraduates were whichant to give up pledging.

"Many students don't understand the new process." he said. "Others take the pledging underground, or they pledge out in the open and dare anyone to do anything about it." For his study, Mr. Williams sent surveys to members of black fraternities and sororities at 25

colleges and universities. Mr. Williams, who is creating a Center for the Study of Pan-Hellenic ssues, said that if the national fratemities and sororities want their new membership programs to work, they must hire more staff members to monitor the campus

whether they should ask for proof from applicants who claim that heritage. The issue was spotlighted this month in The Detroit News, which found that many Michigan institutions simply allowed students to declare their ethnicity or race, without checking to see if the declarations were true.

The newspaper also found that some students who had previously described themselves as white now said they were American Indian. As a result, the newly declared American-Indian students were receivin financial aid and other benefits at the University of Michigan that normally were reserved for disadvantaged and minority students. Those benefits included a full-tuition waiver under a program for state residents who are at least one-fourth American Indian.

By MARY CRYSTAL CAGE

to diversify their enrollments are unsure

how to define "American Indian" and

College and university officials seeking

This year, 189 of the university's 36,228 students are classified as American Indians, an increase of 40 students since 1989.

#### 'Looking at Every Avenue'

College and university administrators in other states also are trying to devise policies that will help them decide which stu-



Rick Waters, assistant admissions director at U. of Colorado at Boulder: "I think the economy is

really impacting this situation. Parents are looking at every avenue for financial assistance."

Claims of American-Indian Heritage Become Issue

for Colleges Seeking to Diversify Enrollments

Richard H. Shaw, U. of Michigan's director of admissions: "We're trying to attract students who will benefit from the experiences at the university."

dents are American Indian, and thus qualified for aid, and which are not.

Said Rick Waters, assistant director of admissions at the University of Colorado at Boulder: "I think the economy is really

impacting this situation. Parents are looking at every avenue for financial assistance. You get a number of students who hear from high-school counselors that if you're an American Indian you can get a lot of scholarship money."

#### \$29.3-Million in Aid

The federal government, many states. and most tribes provide financial assistance to American-Indian students through a variety of programs. According to the National Indian Education Association. \$29.3-million in undergraduate aid was available through the U.S. Bureau of Indian Affairs for the 1991-92 academic year. In addition, both the bureau and the U.S. Department of Education provide money for American-Indian students enrolled in graduate programs.

Some states also set reduced tuition rates for American-Indian students. A fewsuch as Michigan, waive tuition.

Some higher-education officials said that white students who identified themseives as Indians might have just misinterpreted the question. When completing admissions applications, some students could have checked the box next to "Native American" because they were born in the United States and therefore considered

Continued on Following Page



### Student Claims of Indian Heritage Become an Issue for Colleges

Continued From Preceding Page with a way to reduce the number of themselves native Americans. Other higher-education officials note dian status. that many institutions have alternative admissions policies under which some or all of the usual admission requirements are waived. Typically, those policies are reserved for students with special abilities, such as athletes, and for members of under-represented groups. Students may think they are more likely to be admitted if they say they are American Indian. which would qualify them for the special admissions policy.

#### Motives Questioned

The stories in The Detroit News also questioned the motives of higher-education officials, suggesting that the University of Michigan \* and other institutions admit students of questionable minority status to pad their enrollments-a charge that was adamantly denied by Michigan officials.

However, beginning in the fall of 1992, the University of Michigan will tighten its review of students who claim to be American Indians by asking them to declare an affiliation with a specific tribe. Many other institutions, including Arizona State University and the University of Oklahoma, have appointed committees to come up shamrocks and leprechauns. Peo-

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fraudulent claims of American-In-

The University of Colorado handles the situation by establishing two classes of American-Indian students-those who say they are American Indians and those who can prove it. Only the latter are eligible for financial aid. Mr. Waters, who is a Cherokee-Kiowa, said: "For admissions purposes, if a student identifies as American Indian. it's just like a student who selfidentifies as black or Asian."

However, students who apply for scholarships that have been designated for American Indians must supply additional information, such as their tribal affiliation. their tribal number, or a certificateof-blood card that specifies how much Indian blood an individual has. Students are also asked to write essays, which are reviewed by a committee that considers whether the writing reflects an understanding of issues affecting American Indians.

About 130 of Colorado's 21,000 undergraduates declared on their admissions applications that they are American Indians.

"It's a very iffy area," Mr. Waters said. "I'm one-sixteenth Irish, but all I know about being Irish is

ple who are one-sixteenth Indian don't know much more than that about being Indian."

That is a point that troubles some higher-education officials. Said Richard H. Shaw, director of admissions at the University of Michigan: "Beyond this whole issue of whether one needs to verify their tribal background, there is another consideration. There are students who grow up in the city who actually are American Indians. It's not their fault that they haven't developed an affiliation with a tribe."

#### 'That's Discriminatory'

Furthermore, Mr. Shaw said those students may develop an affiliation and a better understanding of their heritage through programs at the university. "We're trying to attract students who will benefit from the experiences at the university and who will diversify the institution," Mr. Shaw said.

Some higher-education officials even further and question whether it is appropriate to ask American-Indian students to prove their ethnicity. Said John N. Tsuchida, director of the the Office for Minority and Special Student Affairs at the University of Minnesota: "If you require only American Indians to provide proof, that's discriminatory. You aren't going to challenge self-declaration by black or Hispanic students."

Officials at Arizona State, for instance, want to be sure they can justify asking students to specify tribal affiliation. Said George Cathcart, director of information services and a member of the committee on American-Indian status: "We need to determine what the purpose of gathering that information is. Is it solely to be exclusive? Is it to make sure we're serving primarily Arizona Indians?"

Anthony Canchola-Flores, associate director of admissions at Brown University, does not think the issue is that complicated. He meeting of the National Association of College Admission Counselors that they should ask for tribal affiliation. He said: "When a vour tribal affiliation,' students know these people aren't kid-

Furthermore, said Duane Beyal, a spokesman for the president of the Navajo nation: "If colleges allow people to misrepresent themselves, it takes services away from Indian people. The institutions should contact whatever tribe a person claims to belong to."

#### Tribes' Standards Vary

The tribes maintain registries of their members and the percentage of Indian blood that each member has. Each tribe has a different standard for membership. For example, a person must be at least onemember of that tribe and to be eligiare one-sixteenth American Indian, or less.

Mr. Beyal said: "We don't see

D1792



**What They're Reading** on College Campuses

Attack of the Deranged Mutant Killer Monster Snow Goons,

2. Life's Little Instruction Book, by H. Jackson Brown, Jr. 3

3. Fried Green Tornatoes at the Whistle Stop Cafe. by Fannie Flagg

4. The Firm, by John Grisham

5. The Seven Habits of Highly Effective People, by Stephen R. Covey

6. The Prince of Tides, by Pat Conroy 7. You Just Don't Understand, by Deborah Tannen

8. Heartbeat, by Danielle Steel

9. Backlash, by Susan Faludi

10. Iron John, by Robert Bly

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegle Melton U., Case Western Reserve U., Central Michigan U., Denison U., Drexel U., Idaho State U., kowa State U., Kant State U., Lewrenco U. (Wis.), Lahigh U., Mankalo State II. Montane State U., Mank State U., Lewforco U. (Wis.), Lehigh U., Mankato State U., Montana State U., New York U., North Dakoto State U., Princeton U., Saint Louis U., San Francisco State U., Southern Moltodist U.,

Stanford U., State U. of New Yea & Buffalo, Tulene U., U, of California & & Diego, U. of Hawrell, U. of Hillnols at these Champelgn, U. of Nowa, U. of Newsell & Missouri et Columbia, U. of Newsell & Lincoln, U. of New Orleans, U. of Puget Sound, U. of Soute, U. of Puget Sound, U. of Soute, U. of Texas at Austin, U. Wisconstr at Medicon, U. of Wisconstr Milwaukee, Washington U. (Mo), Market Wichita State U.
Reports covered seles of hardows Milwaukee Reports covered sales of hardows a caperback trade books in March.

nized by the federal government or that the student be a member the state. Each tribe has a different underrepresented minority po Jerry C. Bread, director of tent definition of who is a member. The ment for the College of Educar University of Oklahoma does not at the University of Oklaho ask its applicants for their tribal afsaid that the question of "who filiations. But, said Paul B. Bell, American Indian" is imponed associate provost for undergraducause it relates to admission. ate education and programs at the ulty hiring, and scholarships. University of Oklahoma, "We're must be able to set some para evaluating. Is it feasible to use the ters now for the benefit of stude and children in the future,"

#### Parameters for the Future

Students who live outside the state but are members of federally recognized tribes that have their headquarters in Oklahoma may waive non-resident fees. In additold people attending last year's tion, Mr. Bell said, the university may allow up to 8 per cent of the freshman class to be composed of people who have not met the foruniversity puts down, 'Please list criteria for alternative admission is

criteria for people to be consi mal admissions requirements. One a member of their tribes Cal. Court to Rule on Use of Student Fee to Back Groups Involved in Politics

The California Supreme Court Until now, state courts in has agreed to decide whether held the right of the student a student-government association ernment to spend the fest can use mandatory student-activity wishes, so long as the activity fees to support campus organiza-

tions that engage in political or The outcome of the case, which began in 1979, could affect the way in which thousands a feet the way in which thousands of dollars of California State Bar from using State Bar from using California State Bar from Using Californ student fees are spent at public col-

leges throughout California. Former students are challenging the right of the Associated Stufourth Navajo to be enrolled as a dents of the University of California to spend the mandatory annual ble for special benefits, such as \$21-per-student fee on "ideologischolarships. Other tribes may in- cal" activities, such as lobbying in clude as members individuals who the state Legislature on abortionrelated issues.

The former students, who are represented by the Pacific Legal much of a problem because our enrollment records are clear. It's lates students' First Amendment more of problem for the Eastern rights of free expression by making tribes." Oklahoma, for instance, is them an "unwilling sponsor of home to 34 tribes that are recog-someone else's politics."

finances are non-partisan serve an "educational" purpos But lawyers for the former's

Mr. Brend, who is part Chen

would like to turn it into a k

issue," he said. "Indian po

have treaty rights with the Unix

them unique. And as soverei

tions, they have every right to

"Right now, it's a moral issu

and part Kiowa.

bld the Huntsville, Ala. Quarterback Club that college presidents were leading big-time football down a dangerous path by could strengthen their He was especially critical of a "We're looking for a blank! ule, adopted at the NCAA's annual that says if anything is used meeting in January, that will raise to 2.5 from 2.0 the minimum highideological campaigns or pos school grade-point average that campaigns, then students out heshman athletes must attain to play be able to opt out" of paying in their first year. Richard M. Stephens, 8 "To me, that's unfair," said Mr. representing the students. Rickson. "They're going to hurt football and college athletics.

Mark Himelstein, a lawy the student government, s circumstances in this case ferent from the case invo bar association. The don't get anything out of k they do is express themsel -GOLDIE BLUME

The National Collegiate Athletic Association last week named 20 people to a special committee on gender equity.
The panel, created by Richard D.

Schultz, the NCAA's executive

director, will consider ways to encourage the NCAA and its members to provide equity to men's and Richard D. Schultz did not commit any women's sports. Phyllis L. Howlett. intentional violations as athletics director assistant commissioner of the Big at the University of Virginia, the institu-Ten Conference, and James J. tion concluded last week after an 11-month Whalen, president of Ithaca probe. But Virginia's 550-page report on College, will head the committee. its members also include Judith its investigation also stated that Mr. Schultz either knew or should have known N. Albino, president of the University of Colorado; Joe Dean, that a sports booster group had made imathletics director at Louisiana State proper loans to athletes. University; Elizabeth L. Fahey-"The university's conclusion is that the Albright of the NCAA's Studentworst that can be said of Mr. Schultz is that Athlete Advisory Committee; there were signals during his tenure as ath-Vivian L. Fuller, associate athletics letic director which, in hindsight, should drector at Indiana University of have alerted his antennae," said the report Pennsylvania; Milton A. Gordon, by a four-person committee. resident of California State

University at Fullerton; and Thomas

C. Hansen, commissioner of the

Also, Carla Hay, associate

thletics representative at

professor of history and faculty

Marquette University: Jeffrey H.

Orleans, executive director of the

lvy Group; Richard A. Rosenthal.

athletics director at the University

University; Chris Voelz, director of

women's athletics at the University

of Minnesota-Twin Cities; Charlotte

West, associate athletics director at

women's basketball coach at North

There are also five consultants:

kep. Tom Coleman, a Missouri

ablelics director at Washington

Women's Sports Foundation;

Leplano, executive director of the

ladith M. Sweet, athletics director at

Diego and NCAA president; and Ellen

the University of California at San

Vargyas, senior counsel of the National Women's Law Center.

The drive by the NCAA to raise academic standards for

thletes is "hurting the game" of football, the University of Miami's

head coach told a group of fans this

Dennis Brickson, Miami's coach,

<sup>ng</sup> academic standards.

They're going to take something

book to read when they were a

from a kid who may be less

unate, who may not have had a

Republican; Jim Livengood,

State University; Donna A.

Southern Illinois University at

Carbondale; and Kay Yow,

Carolina State University.

of Notre Dame; Grant G. Teaff.

football coach at Baylor

Pacific-10 Conference.

At a tense press conference last week, Mr. Schultz, now the executive director of the National Collegiate Athletic Association, insisted that he had known nothing about the low- and no-interest loans to athletes while he was at Virginia from 1981 to 1987. But he admitted that he should have known about them. Three current or former Virginia sports officials told the university's investigators that Mr. Schultz was fully aware of the loans made by the

**Athletics** 

By DOUGLAS LEDERMAN

Virginia Student Aid Foundation, "I've



U. of Va. Probe Says Schultz, Now NCAA Chief,

Should Have Known of Illicit Loans to Players

But it clears him of guilt; he says he didn't know about boosters' wrongdoing

director: "I don't feel directly or even indirectly responsible

spent a lifetime trying to build a reputation of integrity and doing things the right way," Mr. Schultz said, "I feel very had about what went on at Virginia. I don't feel directly or even indirectly responsible, but I obviously should have known."

#### Rallying to the Director's Side

Mr. Schultz said he hoped that his reputation as an honest man would convince sports officials and the public of his innocence in the Virginia matter. And indeed, last week many college-sports observers rallied to his side. Many of them said the Virginia findings cleared Mr. Schultz, and they discounted suggestions that his involvement in the controversy would in any way diminish his effectiveness as the NCAA's leader.

"I don't think Dick Schultz is a lesser person all of a sudden," said Andy Geiger, athletics director at the University of Maryland at College Park. "I've known him for a long time, and I've never had any occasion to doubt his integrity. What he's accomplished within the NCAA is extremely worthwhile, and I hope he's allowed

Continued on Following Page

### Academic Standards Divert Athletes From Big-Time to Division II; Blacks Most Affected, NCAA Finds

The number of academically underprepared athletes enrolling at colleges that play big-time sports held stendy this year, but it continued to climb dramatically at institutions in Division II, a National Collegiate Athletic Association study shows.

The study suggests that a 1990 rule barring Division I colleges from giving athletic scholarships to academically underqualified students is continuing to divert people from the big-time colleges.

The study also shows that the association's academic rules continue to sideline black athletes much more frequently than

The annual survey of the effects of the NCAA's academic standards for freshmen, to which 263 of 298 Division I colleges responded, revealed that 707 of the 12,544 freshman athletes who enrolled at Division 1 colleges last fall (or 5.6 per cent) had failed to meet the requirements. Those numbers are virtually identical to the results from 1990-91, when 708 of the 12,543 athletes who enrolled fell short of the standards. In 1989-90, 6.5 per cent of all Division I freshmen failed to qualify.

#### Scholarships Barred

The NCAA's standards for freshmencommonly known as Proposition 48-require incoming athletes to have attained at least a 2.0 grade-point average in 11 highschool core courses and to score at least 700 on the Scholastic Aptitude Test (or 18 on the American College Testing's standardized test) to be eligible to compete in their first year. In 1990 the rule was modifled to bar Division I colleges from giving athletic scholarships to athletes who did not qualify academically.

Division II did not adopt the scholarship restriction, so non-qualifying athletes can continue to receive financial aid in that division. NCAA officials cite that difference as the major reason why non-qualifying athletes are flocking to the division. In the NCAA's report on the 1990-91 academic year, 670 of 4,509 freshman athletes in Division II (or 14.9 per cent) were ruled ineligible under Proposition 48, up from 9.2 per

In this year's NCAA study, the proportion of Division II athletes ruled ineligible rose again, to 16.8 per cent.

As in each year since Propostion 48 took effect in 1986, black athletes dominated the roster of Division I athletes who were incligible under the academic rule this year.

But their number is falling. Fewer than 64 per cent of the ineligible Division I athletes were black, down from more than 68 per cent in 1990-91.

Four out of five Division I athletes who failed to qualify fell short on the test-score requirement. — DOUGLAS LEDERMAN

# U. of Iowa Athletics Board Vows to Attain Equity for Its Female Athletes in 5 Years

Within five years, female students at the The athletic board's action came during sports and receive atmetic scholarships proportion to their representation in the student body, the university's athletics board voted last week.

Thirteen members of lowa's Board in Control of Athletics, which sets sports policy, voted unanimously to support the sexequity proposal. Five members of the panel did not attend the meeting.

Women make up 51 per cent of all students at Iowa, yet they currently make up 36 per cent of the athletes and receive 33 per cent of the athletic scholarships. The board insisted that it would not hurt men's programs to gain equity for women, but did not say what it would do to achieve equity.

University of Iowa will participate in its consideration of a Big Ten Conference members to achieve a male-female participation ratio of 60-40 within five years and a ratio proportional to the representation of men and women in the student body within 10 years. The Iowa board endorsed the concept of the Big Ten proposal but voted to accelerate it. The conference will consider its proposal at meetings next month.

#### 'An Overly Long Time to Wait'

"We believe that this is possible within five years at this university," said Lola Lopes, the head of the athletic board's gender-equity committee and a professor Continued on Following Page



people asserted, almost sorrowful-

ly, suggests that no college or indi-

the NCAA's infractions committee,

history professor who is the uni-

stitutional reform."

DIET, NUTRITION AND CANCER

**Proceedings of IV Annual Nutrition Workshop** 

held at Meharry Medical College, Nashville, TN

October 24-26, 1990, pp. 227.

Contents Include

Lee W. Wattenberg, University of Minnesota

**Enidemiology of Breast Cancer in U.S. Ethnic Minorities** 

Loic Le Marchand, University of Hawaii

Dietary Risk Factors for Stomach and Colon Cancers

David M. Klurfeld, The Wistar Institute

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B.S. Reddy, Naylor Dana institute

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Dietary Fiber in Colon Cancer Prevention

Retinoids in Epithelial Differentiation

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Vivien W. Chen, Louisiana State University

Predominant Cancer Types in U.S. Ethnic Minoritles

Overview of Diet, Nutrition and Cancer

Recent Concepts of Oral Precancer

Calories, Fats and Cancer

Minerals, Vitamins and Cancer

Anticarcinogens in the Diet

Peter Greenwald, NIH, Bethesda

"Here's a school that's pretty

vidual—not even someone with

# NCAA Director Is Cleared in Probe \_\_of Loans to U. of Virginia Athletes

to continue to be strong. We need

Mr. Schultz's credentials-can Added the president of Wake keep a major athletics program in Forest University, Thomas K. line, given the financial and public-Hearn, Jr., a member of the NCAA's relations incentives that drive bigpresidents' commission: "One's time sports. Besides Mr. Schultz. level of supervision and oversight for whom institutional control is a always leaves room for questions guiding principle, the chairman of you might have asked, or things you didn't do, or stones you did D. Alan Williams, is a Virginian: a leave unturned but should not have. Dick Schultz has made an enormous difference in our move versity's faculty representative. towards integrity in intercollegiate athletics, and I believe that integrity flows from him.

Some observers, however, suggested that the controversy at Virginia could besmirch Mr. Schultz and the NCAA.

#### - Call for Outside Investigation

Critics of the association's enforcement policies speculated that the NCAA's credibility as the policeman of college sports could be undercut by the fact that major violations had taken place under the nose of its current chief.

Others said the results of the Virginia investigation showed the futility of the NCAA's intensifying emphasis on "institutional control," in which each college is to be held ultimately responsible for the conduct of its sports program.

The Virginia controversy, these

letes, and even the executive director is not above the fallout."

Virginia's investigation found that from 1980 to 1990, the studentaid foundation had made 75 loans to 41 athletes and graduate assistant coaches, for a total of \$37,582. The VSAF made three additional loans, worth over \$9,500, to students who were not athletes.

At least some of the loans to athletes and some of the loans to graduate assistants seemed to violate NCAA rules, the report suggested. The university's inquiry also uncovered other possible breaches, including possible violations of the NCAA's financial-aid rules, the report of the investigation said.

small and an AD who's very knowl-The university said last week edgeable, very smart, and the corthat Jim West, an associate athletruption is so institutionalized, even he didn't know about it." said Murics director who it said had approved some of the loans, had been ray Sperber, associate professor of reassigned out of the athletics de-English and American Studies at partment and would resign in Octo-Indiana University and author of ber. Virginia also said it had fired College Sports Inc., a critique of big-time sports. "What hope is two former directors of the student-aid foundation, one of whom, there for situations where the school is larger and the AD is pas-Ted Davenport, was reportedly sive and dumb? That makes people planning to sue the university.

like me pretty pessimistic about in-Although findings of violations would be news at any institution To Rep. Tom McMillen, a Marylike Virginia, which has never been charged with an NCAA violation, inland Democrat who has crusaded against the influence of big money terest in this case is amplified by in college sports, Mr. Schultz's the involvement of Mr. Schultz. problems were symbolic. "It's al-

Since allegations about the loans most comical," he said, "to think to Virginia athletes first came out you can control the way people belast May, he has repeatedly denied have, given the incentives. People having any knowledge of them. will do anything they can to get ath-

He told Virginia's investigators the same thing. But one former director of the student-aid group, an associate athletics director, and a former consultant to Mr. Schultz told the investigators that the NCAA director had known about the loans. When Mr. Schultz learned about the loans, these officials said, he ordered them stopped. But the loans continued after he left.

Virginia's report does not try to mediate that dispute. Instead, its statement on Mr. Schultz's role concludes: "There were surely times during which, had he asked a few more questions or focused a bit more on the manner in which the VSAF was being run, he could have uncovered the loans by more aggressive management. That he should have done so seems apparent in retrospect. But this in no event suggests that Mr. Schultz engaged in or was a party to inten-

tional or willful misconduct." The Virginia report capped a

which criticized the NCAA's investigative practices and its bloated structure. A few days later, at a hearing before a House subcommittee, advocates for women's sports and members of the subcommittee grilled Mr. Schultz and accused the association of short-

rough month for the NCAA. First it

got hammered in a story this month

in U.S. News and World Report,

changing women's sports. Oz. the panel's members, Repres tive McMillen, published a bthis month attacking the KCAL is now on a national tour, proing the book—and knockingthe, sociation. With the additional fuel for

#### scrutiny seems unlikely to leave the near future.

week's news from Virginia

■ NAIA approves limits on sports scholarships

ATHLETICS NOTES

■ Faculty report is tough on Rice U. sports

The National Association of long-term health of the organ Intercollegiate Athletics has limited, for the first time, the number of scholarships its colleges may give to athletes.

Following the recommendation of the association's national coordinating committee-made up of athletics directors, faculty athletics representatives, and other sports officials—the NAIA's council of presidents approved the limits this month. NAIA members had voted to adopt scholarship limits, in principle, at their 1990 conven-

Unlike similar scholarship restrictions in the National Collegiate Athletic Association, which were established to cut costs, the NAIA limits are designed mainly to set differences between the association's two divisions. Only a handful of NAIA colleges exceed the scholarship limits set this month.

The NAIA has two divisions in just three sports: football and men's and women's basketball. Under the limits on scholarships, which will take effect sometime after the 1993-94 academic year, Division I football teams will offer up to 33 scholarships, and Division II squads as many as 12. In basketball, Division I colleges will offer 12 scholarships and Division II colleges will provide 3.

NAIA officials said the process used to adopt the limits—sports officials proposed changes and the presidents approved them showed that the group's new structure was working well.

Last year the association's members voted to make the council of presidents the NAIA's primary governing group.

"The presidents are not trying to run the competition or micromanage at all," said Edward F. Stevens, president of George Fox College and chair of the presidents' council. "Our charge, with the help of athletics administrators and other members, is to set the policies that will ultimately create the Division I-A.

As many as half of Ricel

versity's athletes "have in more chance of successing Rice classrooms than we non-athletes if plopped in of the [Texas] A&M [Umate] line with a football in the arms," says a new report The report, prepared by the

versity's Faculty Council Com tee on Athletics, was a respon a February report by a union wide panel that examined ha intercollegiate athletics pro-The faculty report is intended preliminary statement of the cil, which plans to issue afti with recommendation Rice's Board of Trustees &

lisks among their higher-education institutions and surveys other faculty member The report of the first because student mobility. which was created by Rice's The program is called the dent, praised the sports page esity Mobility in Asia and the for its integrity, its raws Pacific Scheme, and is known by costs, and its high academics file actonym UMAPS. dards and graduation rate The countries in the project pared with other colleges is ndude Australia, Canada, sion I-A, the NCAA's top land adonesia, New Zealand, the Adippines, Russia, Thailand, the the report also said the spots lated States, and various Pacific gram had operated milliousd lars in the red and had low shed nations, including Piji and Papos New Guinea. Rice's academic standards.

The new report is much to Four of the countries will take part next year in a pilot program to on Rice sports. While it says screece exchanges of university coaches and other sports a cally members and students. The are doing a "commendable, ika of a trial program was stresses the "inescapable tot Approved by the 22 UMAPS countries between high acastandards la meeting in Seoul, South Korca, is month. The Seoul meeting was The report questions the led in conjunction with a wider conference on cooperation among be expected to do much non deher education institutions in the

go through the motions of a Rice education," and plays A committee was set up last year Rice's comparatively high pa a make recommendations on how tion rate, saying athlets the UMAPS project should operate. frank Hambly, the executive steered away from courses erretary of the Australian Vicethey risk failure. Last month Rice's truste Amcellors' Committee, chaired a December meeting in Bangkok they supported the spart where the basic structure of the gram's continued membe rogram was approved. He said the idea for umaps was based on the EMANUS program in which was also established to ease

anong universities in many The aim of ERASMUS IS to cheourage up to 10 per cent of ail intersity students in European Community member countries to ste part of their studies at an residution in a different EC

student and faculty exchanges

forkiwide, an estimated 1.2 studying outside their home

The new head of South Foren's largest radical-student ssociation has called for yet mother campaign of protest gainst the government.

Tee Jac-joon, a student at Scoul Mational University, was elected to head the organization, whose

Koran name is Chondaehyop, at a 6245 meeting and rally at Inha University in the city of Inchon. More than 3,000 students mended the event, which was dosely monitored by helmeted riot poice. The students wore masks and caried steel pipes as weapons. The police kept their distance, and there were no confrontations between the

Ala press conference, Mr. Tac sad South Korea's radical students rould begin an anti-government campaign to push for a democratic regime and for unification with North Korea.

One year ago, thousands of sudents staged violent protests in the streets almost daily during April

The United States is among 22

brific Rim and Asian countries wolved in a plan to improve 'It's Been a Difficult Year' Ms. Cunningham's experience in part

> The consortium, a group of 45 colleges and universities, has conducted exchanges in the former Soviet republics since 1988,

**International** 

# Consortium of 45 American Colleges Signs Accords on Exchanges With 4 Former Soviet Republics

After turbulent semester, new agreements reached with Belarus, Kazakhstan, Russia, and Ukraine

#### By JUSTIN BURKE

When Teresa Cunningham decided last year to spend two semesters studying in the Soviet Union under an American Collegiate Consortium exchange program, she thought she had found an ideal way to pursue her interest in Central Asian culture.

But when Ms. Cunningham, a Kenyon College junior, arrived last fall to begin her studies in Alma-Ata, capital of the Central Asian republic of Kazakhstan, she quickly found herself caught up in the chaos surrounding the collapse of the Soviet Union. Connections in what had been a centralized education system were soon abruptly cut, throwing everything into disarray.

In time, however, she managed to hook up with the right professors, and now her studies are going well. "I was thrown inside the system, and I had to scratch and fight on my own," she said, "But I found out a lot about myself."

reflects the problems the American Collegiate Consortium has had to overcome in the current academic year, in which the country that was its partner in student exchanges ceased to be a political entity.



American Collegiate Consortium's President Olin Robison (left) and Kazakhstan's Minister of Education, Shaisultan Shayakhmetov, sign student-exchange accord.

with the agreements coming up for renewal every year. Once the original accord was struck, renewing it was not that much of a problem during the Soviet era. But this year, given the political and economic dis-

array, the process at times has been trau-

"It's been a difficult year," said Olin Robison, a former president of Middlebury Continued on Following Page

# For Soviet Academic Emigrés, Finding Jobs in Israel Isn't Easy



Ksenia Halimov, a former faculty member at Moscow Medical School, is unemployed in Israel; "I realize that, being a newcomer, I have to start small." Continued From Page Al understand that the move to a new country requires a lot of concessions.

Ksenia Halimov, until recently a faculty member at Moscow Medical School, has been making the rounds of Jerusalem's medical laboratories. Her résumé is impressive. It boasts 44 publications and a research background in cardiology and in sports medicine, a growing field here. But at age 59, time is against her. It is hard not to be working, she says, but she has resigned herself to unemployment for the time being.

#### 'We Have to Live Modestly'

Dr. Halimov pins her job hopes on her husband, Mark Schick, a physiologist who has published papers in journals in the United States, Japan, and Switzerland, and collaborated on research with colleagues in many countries. He re Russia to tend to his sick parents, but will come to Israel soon. Dr. Halimov says her husband speaks English well and has been studying Hebrew.

"Friends here already are trying to arrange work for him," she says. "If he finds work, maybe he will be able to give me some help, too."

"We have to live modestly," says Dr. Halimov, who shares a two-bedroom apartment with her daughter and son-inlaw and their two small children. "But I Continued on Following Page

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#### AUSTRALIAN CAMPUS

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# U. of Iowa Athletics Board Vows to Aud Equity for Its Female Athletes in 5 Years

of management. "And we think 10 ment, and of those that the years is an account of the second of the years is an overly long time to have been prodded by could be wait?"

the university had now moved to ly, and for this board, ly, Iowa officials said they believed the forefront of the gender-equity hoped its action would persuade of rhetoric and the hoped of the hoped other colleges to follow suit. A board. "I don't want to Chronicle survey this month into compliance, I think the showed that few colleges now provide athletic opportunities in pro-

portion to their male-female or federal bias complaints "It was critical to me, per

take a lead on the gender sue," said Doug Trank, right on target.

dien university students are now

# For Soviet Academic Emigrés, Life in Israel Means Looking for Work

Continued From Preceding Page realize that, being a newcomer, I have to start small. I've gotten used to restricting myself."

Not everyone is so serene. Maria Moldavsky, 11 months in Israel, calls her prospects "hopeless."

"The situation in the Soviet Un-. von is so horrible that I can't say that I'm sorry I came, but the situation here is horrible, too," she declares. "When I write to my friends in Russia, I tell them not to come."

Ms. Moldavsky, who is in her 30's, taught English to Ph.D. can-

#### "The situation in the

Soviet Union is so

horrible that I can't say

that I'm sorry I came,

but the situation here

Is horrible, too."

didutes at the Radio Engineering College of Moscow. She now works, when there is work, as a Russian-English interpreter and translator. Her average monthly income is about \$150. Her husbund, a musician, is unemployed. They live with their son, a second grader, in a tiny apartment in one of Jerusalem's outlying and least desirable neighborhoods.

#### Useless Languages

She also cites her luck of fluency in Hebrew as the main barrier to finding work. "The two languages I know, English and Russian, are largely useless here," she says.

Her former profession, teaching

Continued From Preceding Page

College who helped organize the

consortium and now heads its gov-

erning board. "There's been even

Representatives of the consor-

tium were here in Moscow this

month to complete and sign new

agreements with four former Sovi-

et republics that are now independ-

🛰 nt nations: Belarus, Kazakhstan,

New States, New Agreements

The consortium is also working

to renew its agreements with the

newly independent Baltic states of

The consortium's exchanges dif-

fer from many other such programs

lowed to go to cities other than

This year, for example, students

from the United States have gone

about 200 miles northeast of Mos-

cow, and geography in the Siberian

In turn, students from the former

Soviet Union spend a year at the

consortium's member institutions,

vate colleges such as Middlebury,

which include not only small, pri-

Sarah Lawrence, and Swarthmore,

but also a few large state universi-

to study drama in Yaroslavi. a city

city of Irkutsk.

subjects, not just the Russian lan- pains.

Estonia, Latvia, and Lithuania.

Russia, and Ukraine.

more uncertainty than normal."

English, is not open to her in Israel. "With so many Americans and other native English-speaking immigrants around, I can't go back to teaching English on the university level," she says, "Also, teacher methods and academic standards are very low in the Soviet Union, much lower than they are here."

Most former Soviet academics who come here seek out the help of the Zionist Forum, an organization of immigrants from the former Soviet Union headed by the activist Natan (Anatoly) Scharansky. The group helps newcomers draft their résumés and translate them into Hebrew, and it advises them on how and where to look for work in their fields.

"Giving advice is easy, but it doesn't help much," admits David Bykovsky, formerly a plasma physicist at the All-Union Science Institute in St. Petersburg and now a member of the Zionist Forum staff. His job is to help scientists

#### 'Cut Off From Contact'

Immigrant researchers, he says, face a scientific culture in Israel that is different from what they knew in the former Soviet Union.

"There, scientists worked as part of a large collective," says Mr. alone. Bykovsky. "Here, scientists generally work more independently, whether in the universities or in industry. An immigrant scientist lucky enough to find work often finds himself cut off from contact with other scientists."

He says he urges immigrant scientists to come up with a research

Exchange Accords Reached With 4 Former Soviet Republics

ties, such as Alabama and Michi-

er." said Raymond Benson, direc-

tor of the consortium's programs.

"The possibilities are much rich-

At present, the exchanges are

open only to undergraduates. But

under an expansion plan developed

Mr. Robison's counterparts in

ger to keep open their contacts

with U.S. colleges and universities

publics, such as Kazakhstan, offi-

Standards and Contacts

tacts," he added.

our own education standards to in-

ternational levels," said Shaisultan

by Mr. Robison, they will soon in-

volve faculty members, as well.

Gedeon Zaguskin, a professor in Azerbaljan, is a job seeker in Israel: "I decided I didn't belong there, that I have to go to a Jewish country."

using this approach, he has helped more than a dozen scientists find work in the past three months

offered the scientists research facilities but no salary, but even that, he points out, is a step forward, both professionally and psycholog-

Mr. Bykovsky has been a strong supporter of government and private programs to set up "brain proposal that will interest an Israeli trusts" of 20 or so scientists who company. Mr. Bykovsky says that, work on independent projects and

think that the worst is behind them

and that the exchange program is

ready for expansion.

eventually," he says.

eign companies.

large pool of trained scientists." While the immigrant academics face scrious hurdles in finding work, Mr. Bykovsky remains optimistic about their long-term prospects. "If a scientist really wants to

The actual statistics are equivocal. More than a third of the researchers and university faculty members who have arrived in Israel from the former Soviet Union over the past two and a half years have found jobs in their fields. Yet Officials of the consortium re-2,800 are still looking for work, and port that they already have rethat number increases each month ceived many positive responses to as more immigrants arrive.

their feelers about expanding the 'We've put it on fine footing," said Mr. Robison, who also heads the Salzburg Seminar. "This responsible for resettling immithe former Soviet republics are eameans we're now going to move
grants, worries that all available to have to make our own

'It pays for foreign companies to do their R&D here," he says. "The cost is lower, and there is a

perform contract research for for-

go to a Jewish country." Mr. Zaguskin, who is 39, as would prefer work in industry return to teaching. "I'm வரி something of an inventor. says. "I've invented about % vices in my field and always to ed to work in industry, but a find work in his field, he'll find it,

#### Fears That the Jobs Are Gone

Shmuel Adler, director of the Center for Absorption in Science of the Ministry of Absorption, which is among the agencies positions have been filled and that

# and to expand them. In some resublice such as Karakhelan off. Israel to Allow West Bank's Bir Zeit University to Reopen

cials find themselves having to build an education system almost After being closed under military center for anti-Israeli activity. from scratch. The problems are orders for more than four years, educators in the former republics. lowed to reopen, perhaps by the road to Ramallah-Moscow and St. Petersburg, and think exchanges with U.S. institu- end of this month.

are able to study a wide variety of tions can help ease the growing The Ministry of Defense in Israel tion, which has been shut down "This program will help us raise since January 8, 1988.

Bir Zeit, along with the five other ucation in Kazakhstan, who came Strip, was closed by the Israeli "This will help us greatly to pretre our own specialists, and we ill do everything to widen concist," he added.

Mr. Robison and others now the exception of Bir Zeit unbick."

Catunans in the occupied territories ground university. Before it was shut down, Bir Zeit enrolled about 2,600 students.

In a statement to Israell army radio, Defense Minister Moshe

Ms. Ashrawl tole as shut down, Bir Zeit enrolled about 2,600 students.

In a statement to Israell army radio, Defense Minister Moshe

This will help us greatly to prebegan their uprising against Israell shut down, Bir Zeit enrolled about 2,600 students.

In a statement to Israell army radio, Defense Minister Moshe pare our own specialists, and we rule in December 1987. All of the 2,600 students. will do everything to widen con-

raeli authorities maintained was a of the university and told

substantial, exacerbated by a severe shortage of resources. Many in that American students are alvere shortage of resources. Many occupied West Bank will be alof Bir Zeit and a new one on the The university's colleges of the colleges of th limits to its administrative staff, to be the first to reo said last week that it would allow a "gradual reopening" of the institu-"gradual reopening" of the institution, which has been shuttered.

"gradual reopening" of the institution, which has been shuttered.

"gradual reopening" of the institution has been shuttered.

13 of the 46 members of the has been shuttered.

#### Off-Campus Classes

During that time, Bir Zeit sucuniversities and 17 two-year colleges in the West Bank and Core Shayakhmetov, the Minister of Edleges in the West Bank and Gaza off-campus classes in private spokeswoman for that delegates E apartments, offices, and restauto Moscow to sign the exchange Ministry of Defense soon after Pal- rants that functioned as an under- literature at Bir Zeit. estinians in the occupied territories ground university. Before it was

Mr. Robison and others now the exception of Bir Zeit, which Is- Arens said he had met with officials punishment," she said.

The two campuses of the univerity—the original one in the two campuses of the univer-

tinian delegation that has h meeting with Israeli represent Hanan Ashrawi, teaches Est

Ms. Ashrawi told an Asso.

face an even worse job market The Ministry of Absorption pects as many as half a million; nmigrants over the near years, I to 2 per cem of whomas be researchers or academics of natural sciences, social ver

future academic immigrante,

Salary Subsidies Will Run()

The bottleneck may be

worse when salary subsides

vided by the Ministry of Ab.

tion for the first two or three-

of employment run out. The

majority of those who have f

work at the universities and a

searchers in industry or in 20.55

ment institutes have all or re-

their salaries paid by the min-

While the ministry hopes then

gain permanent employment, could be laid off once their gard

have to be paid by their emplor

by the numbers.

Gedeon Zaguskin is unda:

Six months ago he was ago!

sor of electrical technology a

High Military Naval Coleje

Baku, Azerbaijan, "I really d' want to leave, even though to:

my family emigrated to the !!

he says. "Then I saw the As

and Armenians start killing

other. I began to ask why, to

who I am. I'm not an Azeni &

Armenian, not a Russian. Idea

I didn't belong there, that has

Soviet Union a teacher of

The main problem, again, i

guage. He's working hard a

Hebrew, but his English is l

something for which his mobile

former teacher of English, dis

"Every professor in the

has to know English well,

says. "But a professor in the 5

et Union didn't need to know

English there.

lish-we didn't think of kan

"But I don't complain

Mr. Zaguskin. "The only that

do is to keep looking for work

to learn the language. We're

Even before an official search committee was named, Lumors were flying in North Carolina that James G. Martin, who steps down as Governor next year, wants to succeed H. Keith H. Brodie, president of Duke University, whose resignation is effective in June 1993. (After a sabbatical, Mr. Brodie will return to the university as James B. Duke Professor of Psychiatry and Law.) Mr. Martin, who was a professor of chemistry at Davidson College before being elected to Congress in 1972, this month accepted the position of chairman of the research and development board that directs the James G. Cannon Research Center at the Carolina Medical

A spokeswoman for Mr. Martin said he "is a Ph.D. in hemistry and is interested in getting back into an education-related profession—something this position offers. And certainly the Duke presidency would, too."

Gerhard Casper gave this explanation for his selection s Stanford University's next president:

"The real reason I was chosen is that after eight presidents' doing a poor job of pronouncing the Stanford motto, the Board of Trustees wanted finally somebody who could cope with it.'' The native of Hamburg, Germany was referring to the inscription on the university president's seal: "Die Luft der Freiheit weht."

W. Glann Campbell, whose tenure as director of the Hoover Institution on War, Revolution, and Peace at Stanford was marked by frequent conflict, has been taken off the guest list for official social functions at the institution by his successor, John Raisian. The action followed complaints by Serge Trifkovic, a visiting scholar, who said Mr. Campbell had made "outrageously insulting" remarks about Serbians. Mr. Trifkovic told The San Francisco Chronicle that he had tapes of Mr. Campbell saying, "It was too bad the Croats killed Jews, but they should have exterminated the Serbs so they would not have anything to do with them today." Mr. Campbell denied making the remarks and said, "What do I care if I'm not invited to dinners at Hoover for

Last year Janet D. Greenwood resigned as president of the University of Bridgeport after the trustees rejected an initial offer from a group sponsored by the Rev. Sun un Myung Moon's Unification Church. This month the fistees agreed to become affiliated with the group—the Professors World Peace Academy (The Chronicle, April 2). Ms. Greenwood, who was one of three finalists for the presidency of Youngstown State University before Leslie H, Cochran was named to that post in March, has been named one of four finalists for the presidency of Rochester Institute of Technology.

Gorbachev and other political has-beens?"

Henceforth the University of Idaho and Idaho State University will hold their commencements on different days. A mother complained to Governor Cecii D. Andrus that she couldn't see her two children graduate this year, since both institutions' ceremonies are on May 16.

As part of many Earth Day celebrations last week, a eller from Chief Seattle to President Franklin Pierce was read. However, much of the text credited to the chief, who died in 1866, is the work of **Ted Perry**, now a member of the faculty of theater arts at Middlebury College, who wiole it as part of a script for a television film on pollution. Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS



University of Alubame



Foundation for Independent Higher Education





Gannon University



Pennsylvania State

- New college and university chief executives: Emory and Henry College, Thomas R. Morris; Gannon University, Msgr. David A. Rubino; Indiana State University, John W. Moore.
- Other new chief executives: Association for Supervision and Curriculum Development. Gene R. Carter; Colonial Williamsburg Foundation, Robert C. Wilburn; Foundation of Independent Higher Education, Carole Whitcomb; Southeastern Universities Research Association, Dennis W. Barnes.

#### Appointments, Resignations

Ahmed T. Abdelat, acting associate dean of the college of arts and sciences at Georgia State U., to dean of the college.

David F. Bishop, university librarian at U. of

Michael J. Budday, Dicesson of the Jesuit Institute at Boston College, effective in September.

Lawrence Buell, professor of English and American literature at Harvard U., to dean for undergraduate education in the faculty of arts and sciences.

Mare Burnett, assistant vice-president for student services at Tennessee Technological U., to vice-president.

Gerard N. Burnew, vice-chancellor for health sciences and dean of the school of medicine at U. of California at San Diego, to dean of the school of medicine at U. of California at San Diego, to dean of the school of medicine at Yale U., effective July 1.

effective July 1. major sifts at Cornell U., to vice-president for development and external affairs at Wells College.

at Wells College.

Charlene Hunter Cole, former assistant dean for student life at Arizona State U., to associate vice-president and dean of io associate vice-president and dean of audents at St. Mary's College of Mary-land.

Judith S. Conde, professor of Spanish and chair of foreign languages at Asbury College, to vice-president for academic affairs.

inits.

Donald W. Crawford, Jean of the college of letters and science at U. of Wisconsin at Madison, to vice-chancellor for scademic affairs at U. of California at Santa Barba-

ra.

Harry K. Davis, president and chief executive officer of Seabrisht Corporation
Limited, a subsidiary of Memorial U. of
Newfoundland, to president and chief executive officer of U. of Victoria innovation and Development Corporation, effective July 1.

Secured M. Deltz, acting dean of the college

Samuel M. Deltz, acting dean of the college of education at Georgia State U., to dean. Burrell Dinkins, minister of pastoral care and counseling at Roswell (Ga.) United Methodist Church, to professor of pasto-ral counseling at Asbury Theological

Seminary.

Charles R. Donnelly, former president of Mott Community College, to interim

president.
Carles R. Drummer, manager of communi-

Carles R. Drummer, manager of communications and public relations at New York Public Library, to associate vice-president for college relations and associate professor of English at Carthage College (Wis.).

Jemes W. England, provost at Swarthmore College, to provost at Temple U.

Gene Fahey, associate director of admission at Plymouth State College, to director. David Fish, chairman of community health sciences at U. of Manitoba, to dean of the faculty of health and human actences at U. of Northern British Columbia.

William M. B. Fleming, Jr., executive assist-

ant to the prosident and vice-president for development at Wingate College, to vict-president for development at Palm Beach Atlantic College.

James C. Foeter, dean of the college of arts, sciences, and letters at U. of Michigan at Dearborn, to vice-president for acudemic affairs at Saint Mary's College (Minn.).

William P. Gibbs, director of specialized enroliment at Genova College, to director of university relations at LcTourneau U.

Prederlok F. Gilbert, chair of natural-resources per washington State U. to dean of the faculty of natural resources and environmental studies at U. of Northern British Columbia.

R. Berbara Gitenstein, associate provost at

. Barbara Gitenstein, associate provost at State U. of New York College at Oswego

Drake U. Gary A. Greinke, vice-president for institu tional advancement at Valparaiso U., to vice-president for development at Cran-brook Educational Community. Antonia W. Hamilton, director of corporate and foundation relations at U. of Iowa Foundation, to director of foundation and agrecorporate relations at Swarthmore Col-

Petay H. Haslam, former dean of institutional advancement at College of West Vir-sinia, to dean of the school of nursing and health and human services.

Phillips Academy (Andover, Mass.), to controller of Bowdoln College.

Frieda M. Hoit, professor of nursing at U. of Massel, to any other professor of nursing at U. of Massel, to professor of nursing at U. of Massel, to professor of nursing at U. of Massel, to professor used discrete rneon m. non, professor of nursing at U. of Maryland, to professor and director of the school of nursing at Pennsylvania State U., effective July I.

Continued on Following Page



#### Gazette

Continued From Preceding Page
F. Robert Huth, controller at Lehigh U., to
vice-president for administration and treasurer at Moravian College.
Ronald R. Ingle, vice-chancellor for academic affairs at Coustal Carolina College of U. of South Carolina, to interim chan-

Ann H. Johnston, ussociate director of the annual fund at U. of Notre Dame, to director of annual support programs at Colorado School of Mines.

Sup L. Kelhn, director of career placement services at U. of Illinois at Chicago, to associate vice-president for student

A World of Conflict

▶ Nagorno-Karabakh

▶ Kashmir ► Mozambique

► Peru

development at California Polytechnic State U. at San Luis Obispo. Norman Madson, dean of the college at McKendree College, also to vice-presi dent for academic affairs.

dent for academic affairs.

Judith McGhnifs, director of information
services at Indiana Vocational Technical
College, to director of marketing services
at Central Piedmont Community College.

James J. McGuinness, vice-president for
administration at Rosary College, to vicepresident for administrative affairs and
trensurer at St. Thomas U. (Fla.). president for administrative affairs and treasurer at St. Thomas U. (Fla.).

Courtney J. McKeldin, former fund raiser for Medical Eye Bank of Maryland, to vice-president for institutional advancement at Baltimore International Culinary Col-

Making Your Summer Plans?

Save These Dates — July 13-15, 1992

Jerry L. Mercer, professor of preaching at Asbury Theological Seminary, to dean of the chapel, effective September 1. Edward L. Meyon, dean of the school of edu-cation at U. of Kansas, to executive vice-John W. Moore, president of California

State U.-Stanislaus, to president of Indi ana State U. neme State U.

Thomas R. Mords, professor of political science at U. of Richmond, to president of Emory and Henry College, effective July

William S. Morrison, director of the center for northern studies and professor of his-tory at Lakehead U., to dean of research and graduate studies at U. of Northern British Columbia.

**CONFERENCES** 

Theorists and practitioners of

up with specialists on five difficult

in peacemaking.

conflict resolution techniques team

conflicts to generate fresh perspectives

Robert M. Morton, director of alumni and church relations at Crown College, to vice-president for college advancement.

Southern Association of Colleges and Schools, to vice-chancellor for ucademic affairs at U. of Alabama System. Richard K. Naum, associate dean for devel-opment and alumni relations in the school of law at Columbia U., to vice-president

Vendy Holmes Nelson, acting head of development at Walker Art Center (Minneapolis), to associate director of development at Macalester College.

American Pluralism:

Towards a History

of the Discussion

SUNY at Stony Brook

Thomas Bender

Lizabeth Cohen

David Hollinger

Themes: Historical Origins of Pluralism

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June 5-6

The Construction of Race and Ethnicity

Historical Function of the Melting Pot

Ramifications of American Pluralism

The Transformation of Race

and finance at New England (C-2)

Sent at Harvard U., also to secretary of the secretary of

Mary Pavone, senior project materials director of the Women in Sciences, at Dartmouth College.

J. C. Phillips, director of the Tactor of Information Technology, to far. Academic Television Services Button Technology, to far. Academic Television Services Button Technology, to far. Academic Television Services Button Technology, to far. Academic Television Services and the Mary Milliam Rolley, director of dealers.

William Rolley, director of dealers.

Stanley Katz

Werner Sollon

John Tchen

Mary Waters

William Ralley, director of development at science, mathematics, and texture. Howard L. Rubino, interim president at science, mathematics, and texture. Howard Polet A. Rubino, interim president at science with the professor and chair of hisrector of major gifts at Colonia State Steams, professor and chair of hisrector of major gifts at Colonia State Steams, professor and chair of hisrector of Mines.

Michael W. Roberts, assistant to the wiles of humanities and social sciences. b for Usa W. Stedman, associate to the firetor at City Mission Society of Bos firetor at City Mission Society of Bos-na, is coordinator of the annual fund at Andover Newton Theological School. Miss J. Streubert, assistant professor of mains at Thomas Jefferson U., to direc-ter of sursing at College Misericordia, ef-bric August 15.

Reine August 15.

Subby E. Thomton, development assistant
a Mercy Center for Health Care Services
(Chesgo), to director of annual giving at
Aurora U.

Incompass Torrey, editor in chief of U. of
North Carolina Press, to director of the

its). High Wolff, professor of music at Harraid U., to dean of the graduate school of an and sciences, effective July 1. July M. Zimba, vice-president at Cedars Rokel Center (Miaml), to associate admittator for clinical and diagnostic goices at U. of Massachusetts Medica

#### H THE ASSOCIATIONS

Maria W. Barnes, associate vice-president by governmental relations at U. of Vir-jaua, to president of Southeastern Uni-whites Research Association. Bass Belizel, director of admissions at Eddorf U., has been named president-detof Virginia Association of Collegiate

Besture virginia Association of Collegiate Resture National Admissions Officers.

Mint Blooker, deen of the school of the artist U. of California at Los Angeles, as teen elected president of California Council of Fine Aris Deens.

Concell of Fine Arts Deans.

Jan R. Carter, superintendent of Norfolk.

Ya. Public Schools, to executive director of Association for Supervision and Cariculum Development.

January Pack Wannhall, executive director of Minois Mathematics and Science Academy, has assumed the presidency of Association for Supervision and Curriculum Development.

January Professor of English at U. of Mathasia at Lincoln, has been adouted.

Mea R. Pint, professor of English at U. of Mensia at Lincoln, has been elected product of American Association of Mensia Professors.

Meta Riodan, deen of admissions at Borge Mason U., has assumed the presidary of Virginia Association of Collegiate Registrars and Admissions Officers.

and High School Guidance Counselors

the R. Riley, director of the Communi-distinctives Program at John D. and Dateles T. MacAritur Foundation. Moto vice-president for Chicago affairs. The Whitemb, executive director of As-reated Colleges of Himois, to president of Foundation of Independent Higher Ed-

Miles, president of Carnegie In And and Carnesie Library (Pittsburgh) in former president of Indiana U. of Distribution Rusykuala, to president and chief ex-Ruse officer of Colonial Williamsburg

/0. Bragger, 75, former president of stal College of Pennsylvania, April 7

designation, 65, assistant clinical will, April 21 n Newton, Mass. May Jameson, 77, professor emeri-ken and surgeons of Columbia U., Watsia McCollege of Phy-sca and Surgeons of Columbia U., Markia, New York

Maler, 91, former professor of art at it. April 12 in Hamden, Conn. 11, April 12 in Hamden, Conn. 12 in Hamden, Conn. 12 in Hamden, Conn. 12 in Hamden, Conn. 12 in Hamden, Maler Maler, Maler of Edward Maler of Maler of

Material V. April 7 in Cam-million, 78. former director of adult cational National Education Associa-hall it is Sarasota. Fia. And Medand, 83, former professor of the April 6, actiondale. III. Cational V. Material V. And Carbon-chae, Material V. Professor emeritus of Material V. of Maine, April 2 in Orono,

Otto Moyen-Van Silmming, 46, academic affairs manager and professor of comput er science and business management a West Coast U., March II in Lompoc

ames A. Peterson, 78, former professor of sociology at U. of Southern California April 11 in Los Angeles. lichard Pommer, 61, professor of art history at New York U., April 10 in New York.

York.
J. V. Prinolotto, 69, former associate pro-fessor of physiology and biophysics in the medical and dental schools at George-town U., April 15 in Arlington, Va.
Wendell G. Schaeffer, 74, former senior management specialist at National Asso-ciation of Schools of Public Affairs and Administration and former professor of political science at Toxas Christian U., April 13 in Reston, Va. April 13 in Reston, Va. ordon H. Smith, 75, former professor and

chairman of music at American U., April 15 in Washington. Ilahard Warren, 59, professor of science at Roxbury Community College, April 12 in

Newbury, Mass.

John J. Weber, 72, professor emeritus of clinical psychiatry at College of Physi-

cians and Surgeons of Columbia U., April 12 in Deep River, Conn.

James H. Zumberge, 68, former president of U. of Southern California, former president of Urand Valley State College, former chancelles III of Metables Li mer chancellor of U. of Nebraska at Lin-coln, and former president of Southern Methodist U., April 15 in Pasadena, Cal.

# Coming Events

7-8: Environment. "China's Environment: Meeting Local and Global Challenges," conference. Portland State University. Portland, Ore. Contact: M. Gurtov, (503) 725-3455, or S. Brick, (503) 725-34567.
7-8: Community collegea. Regional seminar, Association of Community College Trustees, Columbus, Ohio. Contact: ACCT, (202) 775-4667.
8-12: Multiculturalism. "Meeting the Chal-

10-13: Institutional research. Annual fo-rum, Association for Institutional Re-search, Atlanta. Contact: (904) 644-4470.

lenges of an Inclusive Society," conference, Multicultural Institute of the International Counseling Center, Washington.

Contact: (202) 483-0700.

University, Virginia Beach, Contact: national Counseling Center, Washington.
Contact: (202) 483-0700.

9-13: Intercultural programs. Annual congress, International Society for Intercultural Education Training and Research, Montego Bay, Jamaica. Contoct: SIETAR, (202) 737-5553.

10-12: Information systems. "Campuswide Information Systems: Leadership Roles for Libraries," International Business Machines Corporation, Hilton Head, S.C. Contact: James Corey, (904) 392-9020, or Peggy Federhart, (303) 924-9528.

10-13: Community education. "Adult Education for Healthy Communities," conference, Simon Fraser University, Whistler, British Columbia. Contact: Christine Schlattner, (604) 291-5086.

10-13: Finances. "New Organizational Structures, New Project Models, and New Funding Sources for Economic Development," conference, Pennsylvania State University, Pittsburgh. Contact: (412) 565-7018.

University, Vi (703) 993-2020.

(703) 793-2220.
 11: Disabilities. "Meeting the Challenge Providing a Barrier-Free Environment," conference. University of Mismi, Miami. Contact: (305) 284-4777.
 11-12: Marketing. "Marketing Clinic: How to Increase Adult Student Enrollment." College Board, Omni Ambassador East Hotel Chicago. Contract Sleep. Meeting

Hotel, Chicago, Contact: Elena K. Mor-ris, (212) 713-8101. 11-12: Student recruitment. "Skills Development for New Admission Recruiters,"
workshop, Council for Advancement and 'a.

Support of Education, Toronto, Contact, CASE, (202) 328-5900.

23-13: Fund rateing, "Curporate and Foundation Support," workshop, Council for Advancement and Support of Education, Los Angeles. Contact: (202) 328-5900. 11-13: Institutional advancement. "Using

Computers in Your Alumni and Develop-ment Operations," workshop, Council for Advancement and Support of Fduca-

#### **CONFERENCES**

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people capable of thinking critically, creatively, and imaginatively,"

Domail Konnedy, President, Stanford University
in a letter sent to 3,000 college and iniversity presidents:

"Thought and content are not untagenities but inseparable partners. There is no such thing as thinking about nothing. When we think about nothing we are not thinking. Thinking requires content, substance, something thought about. On the other hand, content is parastic upon thinking, it is discovered, created, by thought. Analyzed, synthesized, by thought. Organized, transformed, by thought. Accepted, rejected, by thought. To teach content without regard for student thinking is to prevent that content from being transformed, in the initial of the student,

. Crifical Thinking: While Every Pieton Needs to Survive in a Rapidly Changing World

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VINCENT RINGERO
Author of Scring Four Child Mind and Teaching Critical Thinking Colleges (Figure 1) the Courtes the Curriculum
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 Practice in Working with TQM Teams Network of People, Processes, and Products for Continuous Improvement rns\*: Assistant Secretary, U.S. Department of Education; David Langford: Principal, Mt. Edgecumb High School, Sitka, Alaska; Joseph Shilling: former State Superintendent of Schools, currently Superintendent of Schools, Queen Anne County, Maryland; Myron Tribus\*: National Expert on TQM; James Brecker, Charles Ericson, Aris Melissaratos, Charles Zimmerman: Westinghouse Productivity and Quality Center, James F. Collins: National Council of States; Robert Gabrys, Nicholas Hobar, David Lane: Workforce 2000, Inc. (\*invited) For further information, please mail or fax the coupon below to Dr. James F. Collins at (315) 443-5732 or call 315-443-4167 Address City, State, Zip Phone National Council of States, 402 Huntington Hall, Syracuse University, Syracuse, NY 13244-2340 (fax: 315-443-5732)

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deal Revolution and the Shrinkin, and of the 19th Century," for possible

1982 May 1987 Line of the Williams windwest-central age of Academic Affairs Administration of the control of th

#### WORKSHOPS, CALLS FOR PAPERS



# HARVARD SEMINAR FOR NEW PRESIDENTS

July 24-29, 1992

A program designed to assist presidents as they prepare for their new jobs, and to ensure a successful start to their presidency.

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> For information: Harvard Seminar for New Presidents 339 Gutman Library Harvard Graduate School of Education Cambridge, Massachusetts 02138 (617) 495-2655 = FAX: (617) 496-8051

> > **PROTEUS**

**Call For Papers** 

Multiculturalism

Proteus invites submissions of original manuscripts relating to multiculturalism in America. This will include areas pertaining to

immigration (legal and illegal), ethnic, race, class, and gender

issues, educational practices, cultural group identities, and politi-cal effects. *Proteus* is interested mainly in practical, rather than theoretical, approaches dealing with the diverse demographic

Deadline for manuscripts is October 15, 1992.

Manuscripts must be typed, double-spaced and should follow

either the MLA or APA text formats. Articles may not exceed

5,000 words with 3,000 words the optimum. Send four copies to: Proteus Managing Editor, Old Main 302A, Shippensburg Uni-

versity, Shippensburg, PA 17257 (Telephone 717-532-1206). Include a self-addressed, stamped envelope if you would like the

trends in American society.

#### **Coming Events**

Continued From Preceding Page

11-15: Divarelly. "Valuing Diversity Training: for the Users of the Valuing Diversity Film Series." workshop, Copeland Griggs Productions, Marquette Hotel, Minneapolis. Contact: (415) 668-4200, fax (415) 668-6004.

12: Education. "Interactive Multimedia in Education," videoconference, George Washington University. Contact: Arlene Polinsky, (202) 994-8233.

12: Information. "Information Sharing Across the Land," regional conference, Conference Board, Hyatt Regency Hotel, Chicago. Contact: Conference Board, (212) 759-0900, fax (212) 980-7014.

12: Institutional advancement. "Writing for Development," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: CASE, (202) 328-5900.

12: Bafety. "Health and Safety for Educational Institutions, With Emphasis on Biological Materials Management," interactive-video teleconference, California State University. Contact: Susan

teractive-video teleconference, California State University. Contact: Susan Coneland, (310) 985-2817.

18-14: Admissions. College fair, National Association of College Admission Counselors, Hartford Clvic Center, Hartford, Conn. Contact: NACAC, (703) 836-2222.

18-15: Faculty development. "Creating Climates for Learning," workshop, Council of Independent Colleges, Raleigh, N.C. Contact: (202) 466-7230.

18-15: Fund raising. Conference on annual

13-15: Fund raising. Conference on annual giving. Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: (202) 328-5900. 13-15: institutional advancement. "Run-ning an Effective Advancement and In-formation-Services Program," workshop, Council for Advancement and Support of Education, New Orleans. Contact: case, (202) 328-5900.

13-15: Management. "Facility Layout and Optimal Adjacency Modeling." work-shop, OR/Ed Laboratories, Oriental, Contact: (919) 249-3040. 13-16: Linguistics. Annual meeting. South cast Asian Linguistics Society, Tempe, Ariz. Confuct; Karen Adams, Thomas Hudak, or Juliane Schober, (602) 965-4232, fax (602) 965-2012.

#### Deadlines

symbol (=) marks items that have not appeared in previous issues of The Chronicle.

#### **FELLOWSHIPS**

une 1: Rumanities. Applications from uni versity and college teachers and from in-dependent scholars for fellowships in the humanities. Contact: National Endow-ment for the Humanities, Room 316, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0466.

CONFERENCES, WORKSHOPS

ANNUAL CONFERENCE

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Albert E. Poirier, Jr., Association Vice President

Brown Faculty Club

Providence, Rhode Island 02912

401-863-3023 or FAX 401-863-3859

Registration deadline: June 1, 1992

Association of Faculty Clubs International

Brown University 1 Magee Street, P.O. Box 1870

May 11: Veterans. Applications for new grants under the Veterans Education Outreach Program. Contact: Ronald D. Amon. (202) 708-7861. (For further information, see Federal Register, February 6, Page 4,688.)

May 15: Aging. Applications for Allied-Sig-nal Foundation grants for research on the genetics of cellular aging. Contact: Alli-ance for Aging Research, (202) 293-2856. May 15: Development education. Applica-tions for grants for curriculum develop-

May 18: Student loans. Application in the 19th Century, "for possible institutions for funds under the better than the content of the 19th Century," for possible students program to be held institutions for funds under the better than the content of the content

for publication of texts in the or for translation into Englished tant works. Contact: National in ment for the Humanities, Roogis Pennsylvania Avenue, N.W., Set ton 20506; (202) 786-6207.

June 5: Humanities, Application for humanities, projects in normalities projects in normalities.

for humanities, Applications for humanities projects in accept historical organizations, Constitional Endowment for the History Room 420, 1100 Pennsylvania for N.W., Washington 20506; (20) is the constitution of the constituti

#### PAPERS

May 15: Business law, Papers to presentation at the annal code, the Academy of Legal Sudia at ness (formerly the America a Law Association), to be held asso-

Law Association, to be been charleston, S.C. Contact: Build ron, (704) 586-1423, fax (00 Bl) ron, (704) 586-1423, fax (00 Bl) may 18: Curriculum. Proposis a theme "Passing the Torch: lef (a) theme "Passing the Torch: lef (a) Boundaries, Building Bridge. In Boundaries, Building Bridge. In Contact Basics," for possible ron the Basics, "for possible ron the Basics," for possible ron the American Association for the Marican Marican Association for the Marican Association for the Marican Marica

Family: Let the Healing Bern, sible presentations at a conferme held in October in Chicaso. the R. Falk. (715) 232-2693, (60) 56 Mey 18: Higher education. Profit the theme "Building," for positional Changing Academy, for positional and Organizations at the annual conference of the Chicago of the Changing and Organizational Residence of the Chicago of th

Changing Andrews and Consequence of the Control of the Control of Control of

of Kentucky, 204 Frazee Hall, Lexington, Ky. 40506-0031. May 30: Equal opportunity. Proposals for possible presentations at the annual con-ference of the National Council of Educational Opportunity Associations, to be held in September in Washington. Connets in September in Washington, Con-tuet: Andrea Reeve, Director, Academic Enrichment Center, University of Wyo-ming, P.O. Box 308, Laramic, Wyo. 82071; (307) 766-3448.

May 30: Sociology, Abstracts of papers on the theme "Stability and Change in Strat-ification Systems," for possible presenta-tion of a conference of the International Sociological Association, to be held in August in Sult Lake City, Contact: Ban Dev Shardu, Professor of Sociology, 301 Social and Behavioral Science, Universiiy of Utah, Salt Lake City 84112; (801) 581-8029, fax (801) 585-3748.

June 1: American studies. Proposals for possible presentations at a meeting of the American Culture Association in the South, to be held in October in Augusta, Gu. Contact: Ron Buchanan, J. Sargeant Reynolds Community College-Western Campus, P.O. Box 85622, Richmond, Va. 23285-5622; (804) 786-7112.

une 1: Distance education. Proposals on the theme "Global Trends in Distance Education." for possible presentations at a conference, to be held in September in Augustu, Me. Contact: Bob MacVane, Dean of Community and External Programs, University of Maine, University

ne 1: Geolinguistica. Abstructs of papers for possible presentation at an interna-tional conference on geolinguistics, to be held in October in New York. Contact: Jesse Levitt, 485 Brooklawn Avenue, Fairfield, Conn. 06432.

| 1992 |    |    | June |    |    | 1992 |  |  |
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| 21   | 22 | 23 | 24   | 25 | 26 | 27   |  |  |
| 28   | 29 | 30 |      |    |    |      |  |  |

June 1: Marxism. Proposals on the theme "Marxism in the New World Order: Crises and Possibilities," for possible pre-sentations at a conference, to be held in November in Amherst, Mass. Contact:

# MISCELLANY 786-0570. June 1: Humanities. Application of texts in the least for publication of texts in the least for the le May 6: Athletics, Proposuls to develop and administer an initial-eligibility clearing-house for member institutions of the association's Division 1 and Division 11. Contact: Daniel T. Dutcher, Director of Legislative Services, National Collegiste Athletic Association, 6201 College Boulevard, Overland Park, Kan. 66211-2422;

Here We Go Again: Are Professors and Teachers Shortchanging Women and Girls?

litimetive Video Teleconference, Co-Sponsored by AAWCIC and the Rio the College Teaching-Learning Center, on the AAUW Report, "How Schools onchange Girls," and its Implications for American Higher Education. For faculty, staff, and leaders in colleges and universities.

MAY 14, 1992

10:00 - 11:00 am (PST)

\* Sharon Schuster, President AAUW \* Lella Gonzalez Sullivan, President AAWCJC Re-Dellart, Dir., Center for Studies of Ethnicity and Race in America Panila Fisher, Moderator, AAWCIC Vice President

<sup>e</sup>Teaching-Learning Center, Rio Hondo College, 3600 Workman Mul Road, Whittler, CA 90608, (310) 908-3460 FAX (310) 699-0480

THE COLLEGE BOARD ANNOUNCES TWO SUMMER INSTITUTES nissions and School Relations

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Kris Zavoli
The College Board
2099 Galeway Place, Suite 480
San Jose, CA 95110-1017 • (408) 452-1400

# theme "Phenomenology of Life, the Cosmos, and the Human Condition," for possible presentation at an international conference, to be held in August in Seoul, South Korea. Contact: A-T. Tymicnicekn, World Phenomenology Institute. 348 Payson Road, Belmont, Mass. 02178: (617) 489-3696. The Chronicle of Higher Education

Antonio Callari, Economics Depurtment, Franklin and Marshall College, Lancus-ter, Pa., 17604; (717) 291-3947. [ax (717)

Jane 7ayson Road, Belmont, Mass. 02178; (617) 489-3696.

June 2: Popular culture. Propusuls for possible presentations at a meeting of the Popular Culture Association in the South, to be held in October in Augustu, Ga. Contact: Ron Buchanan, J. Sargeant Reynolds Community College-Western Campus, P.O. Box 85622, Richmond, Vu. 23285-5622; (804) 786-7112.

Distance learning, Propossis for possible

Distance learning. Proposals for possible presentations at "Telelearning Conference '92: Creating Connections," to be held in October in Denver. Contact: Coast Telecourses, 11460 Warner Avenue, Fountain Valley, Cal. 92708-2597; fax (714) 241-6286.

In x (714) 241-6286.

Human relations. Papers on the theme
"New Directions in Human Relations:
Making It Work," for possible presentutions at a conference of the Minnesota
Human Relations Association, to be held
in October in St. Cloud, Minn. Contact:
Polly Kellogg, Human Relations Center,
St. Cloud State University, St. Cloud,
Minn. 56301.

Hibrariae. Papers for possible presents

Minn. 56301.

Ubraries. Papers for possible presentations at the annual conference of the Pucific Northwest Library Association, to be held in August in Bellevue, Wash, Contact: Richard Dunn, Mansfield Library, University of Montana, Missoula, Mont. 59812; (406) 243-6771, fax (406) 243-2060.

243-260.

Non-profit organizations. Case studies to be published in Nonprofit Management Case Study Collection. Contact: Ken Koziol. Curriculum and Publications Management, 4306 Geary Boulevard. Suite 201, San Francisco 94118-3004; (415) 750-5180.

Rollgious atudios. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies. University of North Carolina, Churlotte, N.C. 28223; (744) 547-4598, or Jon Young, College of Arts and Sciences, Fayetteville

lege of Arts and Sciences, Fayetteville

State University, Fayetteville, N.C. 28301-4298; (919) 486-1681.

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May 16: Information technology. Nominations of individuals for awards for achievement in managing information technology, given by American Management Systems Inc., 1777.

North Kent Street, Arlington, Va. 22209.

May 31: Journalism. Applications from schools or departments of Journalism or mass communication for support for a journalism professional in residence. Contact: Pelix Gutierrez, Vice-President, Journalism Professionals-in-Residence Program. Freedom Forum, 1101 Wilson Boulevard, Arlington, Va. 22209; (703) 528-0800.

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